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United States
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FOURTH REPORT

OF THE

UNITED STATES

CIVIL-SERVICE COMMISSION

JANUARY 16, 1886, TO JUNE 30, 1887

CONTAINING THE

CIVIL-SERVICE LAW, RULES

AND

REGULATIONS

WASHINGTON

GOVERNMENT PRINTING OFFICE

1888

19420 CIV



28033.

UNITED STATES CIVIL-SERVICE COMMISSION.

COMMISSIONERS:

ALFRED P. EDGERTON, Indiana, *President.*
JOHN H. OBERLY, Illinois.
CHARLES LYMAN, Connecticut.

CHIEF EXAMINER:

WILLIAM H. WEBSTER, Connecticut.

SECRETARY:

JOHN T. DOYLE, Connecticut.

STENOGRAPHER:

WILLIAM E. MORGAN, Pennsylvania.

M E S S A G E
FROM THE
PRESIDENT OF THE UNITED STATES,
TRANSMITTING

The fourth annual report of the Civil-Service Commission.

JULY 23, 1888.—Read and referred to the Committee on Civil Service and Retrenchment and ordered to be printed.

To the Congress of the United States :

Pursuant to the second section of chapter twenty-seven of the laws of 1883, entitled "An act to regulate and improve the Civil-Service of the United States," I herewith transmit the fourth report of the United States Civil-Service Commission, covering the period between the sixteenth day of January, 1886, and the first day of July, 1887.

While this report has especial reference to the operations of the Commission during the period above mentioned, it contains, with its accompanying appendices, much valuable information concerning the inception of civil-service reform and its growth and progress which can not fail to be interesting and instructive to all who desire improvement in administrative methods.

During the time covered by the report fifteen thousand eight hundred and fifty-two persons were examined for admission in the classified civil-service of the Government in all its branches; of whom ten thousand seven hundred and forty-six passed the examination, and five thousand one hundred and six failed. Of those who passed the examination, two thousand nine hundred and seventy-seven were applicants for admission to the departmental service at Washington, twenty-five hundred and forty-seven were examined for admission to the customs service, and five thousand two hundred and twenty two for admission to the postal service. During the same period five hundred and forty-seven appointments were made from the eligible lists to the departmental service, six hundred and forty-one to the customs service, and three thousand two hundred and fifty-four to the postal service.

Concerning separations from the classified service, the report only informs us of such as have occurred among employés in the public serv-

ice who had been appointed from eligible lists under civil-service rules. When these rules took effect they did not apply to the persons then in the service, comprising a full complement of employés, who obtained their positions independently of the new law. The Commission has no record of the separations in this numerous class; and the discrepancy apparent in the report between the number of appointments made in the respective branches of the service from the lists of the Commission, and the small number of separations mentioned, is, to a great extent, accounted for by vacancies of which no report was made to the Commission, occurring among those who held their places without examination and certification, which vacancies were filled by appointment from the eligible lists.

In the departmental service there occurred between the sixteenth day of January, 1886, and the thirtieth day of June, 1887, among the employés appointed from the eligible lists under civil-service rules, seventeen removals, thirty-six resignations and five deaths. This does not include fourteen separations in the grade of special pension examiners, four by removal, five by resignation and five by death.

In the classified customs and postal service the number of separations among those who received absolute appointments under civil-service rules, are given for the period between the first day of January, 1886, and the thirtieth day of June, 1887. It appears that such separations in the customs service for the time mentioned embraced twenty-one removals, five deaths and eighteen resignations, and in the postal service two hundred and fifty-six removals, twenty-three deaths and four hundred and sixty-nine resignations.

More than a year has passed since the expiration of the period covered by the report of the Commission. Within the time which has thus elapsed many important changes have taken place in furtherance of a reform in our civil-service. The rules and regulations governing the execution of the law upon the subject have been completely remodeled, in such manner as to render the enforcement of the statute more effective and greatly increase its usefulness.

Among other things the scope of the examinations prescribed for those who seek to enter the classified service has been better defined and made more practical, the number of names to be certified from the eligible lists to the appointing officers from which a selection is made has been reduced from four to three, the maximum limitation of the age of persons seeking entrance to the classified service to forty-five years has been changed, and reasonable provision has been made for the transfer of employés from one Department to another in proper cases. A plan has also been devised providing for the examination of applicants for promotion in the service, which, when in full operation, will eliminate all chance of favoritism in the advancement of employés, by making promotion a reward of merit and faithful discharge of duty.

Until within a few weeks there was no uniform classification of employés in the different Executive Departments of the Government. As

...

a result of this condition, in some of the Departments positions could be obtained without civil-service examination, because they were not within the classification of such Department, while in other Departments an examination and certification were necessary to obtain positions of the same grade, because such positions were embraced in the classifications applicable to those Departments.

The exception of laborers, watchmen, and messengers from examination and classification gave opportunity, in the absence of any rule guarding against it, for the employment, free from civil-service restrictions, of persons under these designations who were immediately detailed to do clerical work.

All this has been obviated by the application to all the Departments of an extended and uniform classification embracing grades of employes not theretofore included, and by the adoption of a rule prohibiting the detail of laborers, watchmen, or messengers to clerical duty.

The path of civil-service reform has not at all times been pleasant nor easy. The scope and purpose of the reform have been much misapprehended; and this has not only given rise to strong opposition, but has led to its invocation by its friends to compass objects not in the least related to it. Thus partisans of the patronage system have naturally condemned it. Those who do not understand its meaning either mistrust it or, when disappointed because in its present stage it is not applied to every real or imaginary ill, accuse those charged with its enforcement with faithlessness to civil-service reform. Its importance has frequently been underestimated; and the support of good men has thus been lost by their lack of interest in its success. Beside all these difficulties, those responsible for the administration of the Government in its executive branches have been and still are often annoyed and irritated by the disloyalty to the service and the insolence of employes who remain in place as the beneficiaries and the relics and reminders of the vicious system of appointment which civil-service reform was intended to displace.

And yet these are but the incidents of an advance movement, which is radical and far-reaching. The people are, notwithstanding, to be congratulated upon the progress which has been made, and upon the firm, practical, and sensible foundation upon which this reform now rests.

With a continuation of the intelligent fidelity which has hitherto characterized the work of the Commission; with a continuation and increase of the favor and liberality which have lately been evinced by the Congress in the proper equipment of the Commission for its work; with a firm but conservative and reasonable support of the reform by all its friends, and with the disappearance of opposition which must inevitably follow its better understanding, the execution of the civil-service law can not fail to ultimately answer the hopes in which it had its origin.

GROVER CLEVELAND.

EXECUTIVE MANSION, *July 23, 1888.*

LETTER OF TRANSMITTAL

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., June 9, 1888.

SIR: We herewith submit the fourth report of the United States Civil-Service Commission.

We have the honor to be your obedient servants,

A. P. EDGERTON,
JOHN H. OBERLY,
CHAS. LYMAN,
Commissioners.

The PRESIDENT.

In signing the above letter of transmittal I do not wish to be understood as approving the argument, made in the report transmitted, in favor of certifying the whole list of eligibles for promotion.

CHAS. LYMAN,
Commissioner.

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UNITED STATES CIVIL-SERVICE COMMISSION.

FOURTH REPORT.

Report for January to June 30, 1887. The second section of the act to regulate and improve the civil-service of the United States requires this commission to report annually to the President. The several reports heretofore made under this requirement respectively covered the following specified periods of time: (1) twelve months that commenced January 16, 1883; (2) the twelve months that commenced January 16, 1884, and (3) the twelve months that commenced January 16, 1885. But the 16th of January commences neither the calendar nor the fiscal year, and it is a questionable proposition that Congress intended that the annual report of the commission should be made for a year commencing in the middle of a month. It is more probable that the congressional intention was to require the commission to make a report for each fiscal year; and this view seems to be undoubtedly correct when it is remembered that all legislation of Congress that relates in any way to the duties of the commissioners and the functions of the commission becomes effective on the first day of the fiscal year, and that all appropriations for the payment of the expenses of the commission become available with the commencement of that year and lapse with its close. It is therefore concluded that the orderly methods of official business make it necessary that the commission's annual reports should each cover a fiscal year, and that it was the intention of Congress to require this. For the purpose of enabling the commission to hereafter conform to this intention, this report will cover the time from and including January 16, 1886, to the commencement of the fiscal year 1887-'88.

Subjects of report. The section of the civil-service act referred to above requires the commission to report its own action; the rules, with any exceptions thereto, and the regulations in force; the practical effects of the rules, of the exceptions thereto, and of the regulations; and suggestions for the more effectual accomplishment of the purposes of the law.

EXAMINATIONS.*

In reporting its action the commission must state among other things the number and kinds of examinations held, and other facts in relation thereto.

How applicants were formerly notified to attend examinations.

It was formerly the practice to order into examinations held to test fitness for the departmental service as many of the applicants for such examinations as from time to time the commission deemed necessary to supply the demands of the departments for persons eligible to places within the classified service thereof. This method of ordering examinations was unsatisfactory to applicants. They could not be informed, at the time they filed their applications, of the times and places of examinations, and frequently numbers of them would, without previous notice, be ordered into an examination to be held, within a few days from the date of the order, at some place possibly hundreds of miles distant from their residences. Many applicants were for good reasons unable to obey a sudden summons of this kind, and were therefore deprived of opportunity to have their qualifications for the public service tested.

Schedule of places and times of examinations during 1887.

To obviate the dissatisfaction that had been created by this method of ordering examinations, the commission prepared in the latter part of 1886 a schedule of times and places of examinations to be held for the departmental service in 1887. A copy of this schedule† was mailed to every person who had before the date of its publication filed an application for examination, and he was requested to designate some time and place fixed by the schedule at which he desired to be examined. Since its publication a copy of the schedule has been furnished with every blank form of application supplied by the commission, and every applicant has been allowed to determine for himself the time and place of his examination.

In this way the examination of applicants has been expedited, in a degree is shown by the fact that, during the year preceding the time when the schedule method of determining the times and places of examinations for the departmental service went into effect, 165 such examinations were held, at which 2,199 applicants were examined, whereas during the six months immediately following that time, 104 examinations were held, at which 2,128 applicants were examined.

DEPARTMENTAL-SERVICE EXAMINATIONS.

The examinations which were held for the classified departmental service during the period commencing January 16, 1886, and ending June 30, 1887, are shown by the following table:

* See Appendix, Part IV, Tables 5, 6, 7, 8, 9, 10, 11, 12, and 13.

† See Appendix, Part I, Exhibit 9.

TABLE 1.—*Showing places and dates of examinations for the classified departmental service, January 16, 1886, to June 30, 1887, both inclusive.*

<p>ALABAMA. Montgomery, May 8, 1886. Montgomery, December 20, 1886. Mobile, December 10, 1886.</p> <p>ARKANSAS. Little Rock, May 4, 1886. Little Rock, February 12, 1887. Fort Smith, February 15, 1887.</p> <p>CALIFORNIA. San Francisco, April 20, 1886. San Francisco, September 18, 1886.</p> <p>COLORADO. Denver, April 26, 1887. Pueblo, May 11, 1887.</p> <p>CONNECTICUT. New Haven, August 5, 1886. New Haven, May 5, 1887. Hartford, May 19, 1887.</p> <p>DISTRICT OF COLUMBIA. January 25, 30, 1886. February 8, 13, 18, 20, 24, 25, 27, 1886. March 2, 6, 13, 17, 27, 1886. April 2, 10, 13, 17, 19, 24, 1886. May 8, 15, 19, 22, 29, 1886. June 5, 8, 12, 19, 23, 26, 28, 1886. July 2, 3, 8, 10, 12, 13, 14, 17, 19, 20, 22, 24, 26, 30, 31, 1886. August 5, 6, 7, 11, 14, 19, 21, 28, 30, 31, 1886. September 4, 9, 11, 18, 25, 1886. October 9, 16, 23, 30, 1886. November 6, 9, 13, 20, 27, 1886. December 4, 8, 11, 16, 17, 18, 21, 23, 27, 1886. January 3, 8, 13, 15, 22, 26, 29, 31, 1887. February 5, 12, 19, 25, 26, 1887. March 1, 4, 5, 6, 12, 17, 19, 26, 31, 1887. April 2, 9, 16, 30, 1887. May 7, 9, 14, 19, 21, 28, 1887. June 4, 7, 9, 11, 22, 25, 1887.</p> <p>FLORIDA. Jacksonville, December 6, 1886. Tallahassee, December 8, 1886.</p> <p>GEORGIA. Atlanta, May 11, 1886. Atlanta, December 22, 1886. Savannah, March 25, 1886. Savannah, December 4, 1886.</p> <p>IDAHO. Boise City, May 8, 1887.</p> <p>ILLINOIS. Bloomington, April 13, 1887. Cairo, February 22, 1886. Chicago, February 6, 1886. Chicago, April 6, 16, 1886. Chicago, August 5, 1886. Chicago, September 29, 1886.</p>	<p>ILLINOIS—continued. Chicago, April 12, 1887. Springfield, May 3, 1886.</p> <p>INDIANA. Evansville, February 24, 1887. Fort Wayne, March 18, 1887. Indianapolis, April 6, 1886. Indianapolis, May 5, 1886. Indianapolis, August 7, 19, 1886. Indianapolis, April 9, 1887. La Fayette, April 11, 1887.</p> <p>IOWA. Davenport, April 15, 1887. Des Moines, April 24, 1886. Des Moines, April 18, 1887. Mason City, April 19, 1887.</p> <p>KANSAS. Newton, May 14, 1887. Topeka, May 17, 1887.</p> <p>KENTUCKY. Lexington, February 3, 1887. Louisville, April 6, 1886. Louisville, June 29, 1886. Louisville, February 5, 1887.</p> <p>LOUISIANA. New Orleans, July 16, 1886. New Orleans, December 13, 1886.</p> <p>MAINE. Portland, May 24, 1886. Portland, November 18, 1886. Portland, May 12, 1887.</p> <p>MARYLAND. Baltimore, January 23, 1887. Hagerstown, May 12, 1887.</p> <p>MASSACHUSETTS. Boston, February 16, 1887. Boston, April 6, 1886. Boston, July 23, 1886. Boston, August 4, 1886. Boston, May 9, 1887. Springfield, May 18, 1887.</p> <p>MICHIGAN. Detroit, April 6, 24, 1886. Detroit, August 3, 1886. Detroit, March 11, 1887. Grand Rapids, March 16, 1887. Lansing, March 14, 1887.</p> <p>MINNESOTA. Mankato, April 21, 1887. Minneapolis, April 6, 22, 1886. Saint Paul, April 23, 1886.</p> <p>MISSISSIPPI. Aberdeen, December 17, 1886. Jackson, May 6, 1886. Jackson, December 15, 1886.</p>
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REPORT OF THE CIVIL-SERVICE COMMISSION.

TABLE 1.—*Showing places and dates of examinations, etc.*—Continued.

<p style="text-align: center;">MISSOURI.</p> <p>Kansas City, April 6, 29, 1886. Kansas City, May 19, 1887. Saint Louis, April 6, 1886. Saint Louis, May 1, 1886. Saint Louis, July 15, 1886. Saint Louis, August 7, 1886. Saint Louis, February 19, 1887. Springfield, February 17, 1887.</p> <p style="text-align: center;">NEBRASKA.</p> <p>Lincoln, April 22, 1887. Omaha, April 27, 1886. Omaha, July 12, 1886. Omaha, April 20, 1887.</p> <p style="text-align: center;">NEW HAMPSHIRE.</p> <p>Concord, May 10, 1887.</p> <p style="text-align: center;">NEW JERSEY.</p> <p>Trenton, June 4, 1887.</p> <p style="text-align: center;">NEW YORK.</p> <p>Albany, February 26, 1886. Buffalo, April 6, 1886. Buffalo, May 29, 1886. Buffalo, March 9, 1887. New York, February 23, 1886. New York, May 4, 1886. New York, August 6, 1886. New York, May 4, 1887. Rochester, February 6, 1886. Rochester, March 8, 1886. Rochester, March 8, 1887.</p> <p style="text-align: center;">NORTH CAROLINA.</p> <p>Charlotte, January 29, 1886. Charlotte, January 29, 1887. Raleigh, January 20, 1887. Wilmington, January 22, 1887.</p> <p style="text-align: center;">OHIO.</p> <p>Cleveland, June 26, 1886. Cleveland, October 27, 1886. Cleveland, March 23, 1887. Cincinnati, May 7, 1886. Cincinnati, August 9, 1886. Cincinnati, February 26, 1887. Columbus, April 7, 1887. Toledo, March 21, 1887.</p> <p style="text-align: center;">PENNSYLVANIA.</p> <p>Harrisburg, August 28, 1886. Philadelphia, April 6, 1886.</p>	<p style="text-align: center;">PENNSYLVANIA—continued.</p> <p>Philadelphia, January 29, 1886. Philadelphia, August 7, 26, 1886. Philadelphia, March 3, 1887. Pittsburgh, August 30, 1886. Pittsburgh, March 25, 1887. Williamsport, March 5, 1887.</p> <p style="text-align: center;">RHODE ISLAND.</p> <p>Providence, March 23, 1886. Providence, May 7, 1887.</p> <p style="text-align: center;">SOUTH CAROLINA.</p> <p>Charleston, March 22, 1886. Charleston, January 25, 1887. Columbia, January 27, 1887.</p> <p style="text-align: center;">TENNESSEE.</p> <p>Knoxville, April 6, 27, 1886. Nashville, April 6, 29, 1886. Nashville, May 6, 1886. Nashville, February 8, 1887. Memphis, May 1, 1886. Memphis, February 10, 1887.</p> <p style="text-align: center;">TEXAS.</p> <p>Austin, July 10, 1886. Fort Worth, July 8, 1886. Houston, July 13, 1886.</p> <p style="text-align: center;">UTAH.</p> <p>Salt Lake, May 4, 1887.</p> <p style="text-align: center;">VERMONT.</p> <p>Burlington, May 14, 1887. Rutland, May 16, 1887.</p> <p style="text-align: center;">VIRGINIA.</p> <p>Lynchburgh, February 1, 1887. Norfolk, March 19, 1886. Richmond, January 18, 1887.</p> <p style="text-align: center;">WEST VIRGINIA.</p> <p>Charleston, February 1, 1887. Martinsburgh, April 5, 1887. Parkersburgh, September 1, 1886.</p> <p style="text-align: center;">WISCONSIN.</p> <p>Madison, April 16, 1887. Milwaukee, April 20, 1886. Milwaukee, November 17, 1886. Milwaukee, April 14, 1887.</p> <p style="text-align: center;">WYOMING.</p> <p>Cheyenne, April 28, 1887.</p>
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No examinations were held in the state of Nevada or in the territories of Arizona, Montana, and Washington, for the reason that the examinations ordered to be held in that state and those territories been fixed by the schedule of 1887 for dates subsequent to the period covered by this report.

Number of examinations held and of applicants examined.

The number of examinations held, as stated above, was 268, of which number 118 were at Washington, D. C. The number of applic

examined was 4,327, of which number 1,763 (more than 40 per cent. of all) were examined at Washington.

Comparative statement
of examinations held at
Washington and else-
where.

The following comparative statement shows the number of competitors that passed and the number that failed in the general (clerk), limited (copyist), and special examinations held at Washington, D.

C., and elsewhere from January 16, 1886, to June 30, 1887, both inclusive:

TABLE 2.—Comparative statement showing number of competitors that passed and number that failed in general (clerk), limited (copyist), and special examinations held at Washington, D. C., and of competitors in same examinations held elsewhere, January 16, 1886, to June 30, 1887, both inclusive.

Kind of examination.	Examined.			Passed.			Failed.			Percentage of failures.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
<i>Held at Washington.</i>												
General (clerk)	340	45	385	237	24	261	103	21	124	30.3	46.7	32.2
Limited (copyist)	358	689	1,047	274	568	842	84	101	185	23.5	14.7	17.7
Special	314	17	331	180	12	192	134	5	139	42.7	29.4	42.0
Total	1,012	751	1,763	691	604	1,315	321	127	448	31.7	16.9	23.4
<i>Held elsewhere.</i>												
General (clerk)	1,317	121	1,438	928	74	1,002	389	47	436	29.5	38.8	30.3
Limited (copyist)	439	306	745	302	248	550	137	58	195	31.2	19.0	26.2
Special	378	3	381	108	1	109	270	2	272	71.4	66.7	71.4
Total	2,134	430	2,564	1,338	323	1,661	796	107	903	37.3	24.9	33.2

By this statement it appears that of the applicants who entered the limited and special examinations at Washington a greater percentage passed than of those who entered the same examinations elsewhere, while the percentage of those who passed the general examination was about the same elsewhere as at Washington. The reason of the success of more of the competitors in the limited and special examinations at Washington than of competitors in the same examinations elsewhere may be explained by the fact that applicants resident at Washington have heretofore had opportunities of obtaining information in regard to the character, scope, and manner of conducting examinations that applicants at other places did not have; but why the same causes did not operate to the advantage of applicants who took the general examination at Washington cannot be determined.

General, limited, and
special examinations.
Number of competitors.
Percentage of failures.

The following table is a detailed statement of the number of applicants that entered the general, limited, and special examinations held for the departmental service during the period specified above,

the number of competitors that passed and the number that failed, and the percentage of failures in each examination:

REPORT OF THE CIVIL-SERVICE COMMISSION.

TABLE 3.—Showing number of competitors that passed, the number that failed, and the for the classified departmental service, January

Legal residence of competitors.	General (clerk) examination.								
	Examined.		Passed.		Failed.		Percentage of failures.		
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.
Alabama	21	.....	10	.....	11	.....	52.4	.....	52.4
Arizona	2	.....	2	.....	.....	.....	.....	.....	.....
Arkansas	16	.....	14	.....	2	.....	12.5	.....	12.5
California	6	.....	6	.....	.....	.....	.....	.....	.....
Colorado	10	1	8	1	2	.....	20.0	.....	18.2
Connecticut	22	3	19	3	3	.....	13.6	.....	12.6
Dakota	3	.....	2	.....	1	.....	33.3	.....	33.3
Delaware	11	1	8	.....	3	1	27.3	100.0	33.3
District of Columbia	5	.....	4	.....	1	.....	20.0	.....	20.0
Florida	12	.....	7	.....	5	.....	41.7	.....	41.7
Georgia	27	3	20	2	7	1	25.9	33.3	26.7
Idaho	4	.....	2	.....	2	.....	50.0	.....	50.0
Illinois	148	17	106	12	42	5	28.4	29.4	28.5
Indiana	161	15	115	8	46	7	28.6	46.7	36.1
Iowa	63	17	50	13	13	4	20.6	23.5	21.3
Kansas	38	1	31	.....	7	1	18.4	100.0	20.5
Kentucky	27	5	16	2	11	3	40.7	60.0	43.7
Louisiana	15	2	8	1	7	1	46.7	50.0	47.1
Maine	12	1	8	.....	4	1	33.3	100.0	38.5
Maryland	59	11	40	4	19	7	32.2	63.6	37.1
Massachusetts	51	8	37	7	14	1	27.5	12.5	25.4
Michigan	53	6	40	3	13	3	24.5	50.0	27.1
Minnesota	20	.....	20	.....	.....	.....	.....	.....	.....
Mississippi	14	3	9	1	5	2	35.7	66.7	41.2
Missouri	68	7	42	5	26	2	38.2	28.6	37.3
Montana	2	.....	2	.....	.....	.....	.....	.....	.....
Nebraska	13	3	7	3	6	.....	46.2	.....	37.5
Nevada .....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Hampshire	7	.....	6	.....	1	.....	14.3	.....	14.3
New Jersey	42	6	25	3	17	3	40.5	50.0	41.7
New Mexico .....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New York	112	18	76	9	36	9	32.1	50.0	34.6
North Carolina	18	2	11	1	7	1	38.9	50.0	40.0
Ohio	163	9	120	6	43	3	26.4	33.3	26.7
Oregon	3	.....	1	.....	2	.....	66.7	.....	66.7
Pennsylvania	180	7	135	4	45	3	25.0	42.9	25.7
Rhode Island	5	.....	2	.....	3	.....	60.0	.....	60.0
South Carolina	38	3	24	2	14	1	36.8	33.3	36.6
Tennessee	46	.....	25	.....	21	.....	45.7	.....	45.7
Texas	23	3	17	1	6	2	26.1	66.7	30.8
Utah .....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vermont	6	1	5	1	1	.....	16.7	.....	14.3
Virginia	84	9	54	3	30	6	35.7	66.7	38.7
Washington .....	.....	.....	.....	.....	.....	.....	.....	.....	.....
West Virginia	27	3	15	3	12	.....	44.4	.....	40.0
Wisconsin	18	1	14	4	1	22.2	100.0	26.3
Wyoming	2	2
Total	1,657	166	1,165	98	492	68	29.7	41.0	30.7

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centage of failures in the general (clerk), limited (copyist), and special examinations
i, 1886, to June 30, 1887, both inclusive.

Limited (copyist) examination.									Special examinations.								
									Principal examiner, bureau of pensions, Department of the Interior.								
Examined.		Passed.		Failed.		Percentage of failures.			Examined.		Passed.		Failed.		Percentage of failures.		
Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.
2	2	8	4	.....	4	.....	50.0	25.0	2	.....	2	.....	.....	.....	.....	.....	.....
.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
22	8	15	7	7	1	31.8	12.5	24.7	.....	.....	.....	.....	.....	.....	.....	.....	.....
5	8	4	.....	1	.....	20.0	.....	7.7	.....	.....	.....	.....	.....	.....	.....	.....	.....
8	6	9	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
31	14	7	14	4	.....	38.4	.....	18.0	2	.....	.....	2	.....	100.0	.....	100.0	.....
.....	4	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7	10	6	10	.....	.....	14.3	.....	5.9	.....	.....	.....	.....	.....	.....	.....	.....	.....
35	25	20	24	8	1	22.8	4.0	17.0	.....	.....	.....	.....	.....	.....	.....	.....	.....
6	8	1	2	8	4	75.0	68.7	70.8	.....	.....	.....	.....	.....	.....	.....	.....	.....
7	18	8	17	2	1	28.6	5.6	12.0	2	.....	1	.....	1	.....	.....	.....	50.0
3	1	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
57	21	40	17	17	4	29.8	19.0	24.9	2	.....	.....	2	.....	100.0	.....	100.0	.....
42	40	44	33	19	7	.....	17.5	24.5	6	.....	2	.....	4	.....	66.7	.....	66.7
17	21	11	15	6	8	35.3	28.6	31.8	1	.....	.....	1	.....	100.0	.....	100.0	.....
11	12	7	9	4	3	36.4	25.0	30.4	.....	.....	.....	.....	.....	.....	.....	.....	.....
12	22	9	27	4	6	33.3	18.2	22.2	3	.....	2	.....	1	.....	33.3	.....	33.3
10	13	9	11	1	2	10.0	15.4	13.0	.....	.....	.....	.....	.....	.....	.....	.....	.....
1	9	2	8	.....	1	.....	11.1	8.3	.....	.....	.....	.....	.....	.....	.....	.....	.....
47	34	20	30	8	14	17.0	14.9	15.8	1	.....	1	.....	.....	.....	.....	.....	.....
16	27	15	25	1	2	6.3	7.4	7.0	.....	.....	.....	.....	.....	.....	.....	.....	.....
13	23	7	19	4	3	30.4	18.6	21.2	.....	.....	.....	.....	.....	.....	.....	.....	.....
5	2	3	2	2	.....	40.0	.....	28.6	.....	.....	.....	.....	.....	.....	.....	.....	.....
14	9	7	9	9	.....	56.2	.....	38.0	1	.....	1	.....	.....	.....	.....	.....	.....
18	20	12	17	5	3	27.8	15.0	21.1	2	.....	1	.....	1	.....	50.0	.....	50.0
1	.....	.....	.....	1	.....	100.0	.....	100.0	.....	.....	.....	.....	.....	.....	.....	.....	.....
2	5	1	3	1	2	50.0	40.0	42.9	1	.....	1	.....	.....	.....	.....	.....	.....
.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4	5	2	5	1	.....	25.0	.....	11.1	.....	.....	.....	.....	.....	.....	.....	.....	.....
13	17	14	14	4	3	22.2	17.6	20.0	1	.....	1	.....	.....	.....	.....	.....	.....
1	2	1	1	.....	1	.....	50.0	33.3	.....	.....	.....	.....	.....	.....	.....	.....	.....
3	104	49	91	11	13	18.6	12.5	14.7	1	.....	.....	1	.....	100.0	.....	100.0	.....
7	19	12	17	4	2	23.8	10.5	14.7	1	.....	1	.....	.....	.....	.....	.....	.....
6	46	50	40	16	8	24.2	13.0	19.6	2	.....	1	.....	1	.....	50.0	.....	50.0
1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4	75	53	68	21	7	33.4	9.3	18.8	1	.....	1	.....	.....	.....	.....	.....	.....
1	2	1	2	1	.....	50.0	.....	25.0	.....	.....	.....	.....	.....	.....	.....	.....	.....
2	23	14	16	8	7	34.4	30.4	32.3	1	.....	.....	1	.....	100.0	.....	100.0	.....
25	15	12	14	13	1	52.0	6.7	35.0	3	.....	3	.....	.....	.....	.....	.....	.....
13	13	7	9	6	4	53.3	50.8	42.9	.....	.....	.....	.....	.....	.....	.....	.....	.....
1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2	5	.....	5	2	.....	100.0	.....	28.6	.....	.....	.....	.....	.....	.....	.....	.....	.....
11	96	51	68	20	28	28.2	29.2	28.7	2	.....	2	.....	.....	.....	.....	.....	.....
16	27	14	19	2	8	12.5	29.6	23.3	.....	.....	.....	.....	.....	.....	.....	.....	.....
11	17	8	15	3	2	27.3	11.6	17.9	1	1
1	1
37	945	576	759	221	146	37.7	18.1	21.6	36	21	15	41.7	41.7

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TABLE 3.—Showing number of competitors that passed,

Legal residence of competitors.	Special examinations.								
	Special examiner, bureau of pensions, Department of the Interior.								
	Examined.		Passed.		Failed.		Percentage of failures.		
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.
Alabama.....	1		1						
Arizona.....									
Arkansas.....	3		1		2		66.7		66
California.....	3		2		1		33.3		33
Colorado.....	2		1		1		50.0		50
Connecticut.....	12		2		10		83.3		83
Dakota.....									
Delaware.....	2		2						
District of Columbia.....	1		1						
Florida.....									
Georgia.....	1				1		100.0		100
Idaho.....									
Illinois.....	38		16		22		57.9		57
Indiana.....	37		17		20		54.1		54
Iowa.....	15		6		9		60.0		60
Kansas.....	15		3		13		86.7		86
Kentucky.....	15		2		13		86.7		86
Louisiana.....									
Maine.....	3		1		2		66.7		66
Maryland.....	8		5		3		37.5		37
Massachusetts.....	4		3		2		50.0		50
Michigan.....	8		1		7		87.5		87
Minnesota.....	5		3		2		40.0		40
Mississippi.....	2		2						
Missouri.....	16		4		12		75.0		75
Montana.....									
Nebraska.....									
Nevada.....									
New Hampshire.....	2		1						
New Jersey.....	3				3		100.0		100
New Mexico.....	2		1		1		50.0		50
New York.....	18		9		18		69.2		69
North Carolina.....	4		1		3		75.0		75
Ohio.....	30		11		19		63.3		63
Oregon.....	1		1						
Pennsylvania.....	20		6		14		70.0		70
Rhode Island.....	1				1		100.0		100
South Carolina.....									
Tennessee.....	13		4		9		69.2		69
Texas.....	6		3		3		50.0		50
Utah.....									
Vermont.....	2		1		1		50.0		50
Virginia.....	6		1		5		83.3		83
Washington.....									
West Virginia.....	1				1		100.0		100
Wisconsin.....	2				2		100.0		100
Wyoming.....									
Total.....	311		111		200		64.3		64

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not failed, and the percentage of failures, etc.—Continued.

Special examinations																
Examiner, Bureau of Pensions, Department of the Interior.							Book-keeper.									
Passed.		Failed.		Percentage of failures.			Examined		Passed.		Failed.		Percentage of failures.			
Male.	Female.	Male.	Female.	Male.	Female.	Total.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.	
							2				2		100.0		100.0	
		1		100.0		100.0			1							
							1		1							
							2		2							
							2		1		1		50.0		50.0	
							5	1	1	1	4		80.0		86.7	
							2		1		1		50.0		50.0	
							1				1		100.0		100.0	
1							2		1		1		50.0		50.0	
1		1		50.0		50.0	8		8		3		37.5		37.5	
4		8		80.0		80.0	5	1			5	1	100.0	100.0	100.0	
							1	1	1	1						
1		1		50.0		50.0	1		1							
		1		100.0		100.0	1		1							
2		4		66.7		66.7	13	1	7	1	6		46.2		42.9	
		1		100.0		100.0		2				2		100.0	100.0	
		2		100.0		100.0	2	1		1	2		100.0		66.7	
							1	1	1	1						
1		2		66.7		66.7	5		1		4		80.0		80.0	
							1				1		100.0		100.0	
		2		100.0		100.0	9	1	1	1	8		88.9		80.0	
							1		1							
1		1		50.0		50.0	16	3	12	1	4	2	25.0	66.7	31.6	
							7	1	5	1	2		28.6		25.0	
3		2		40.0		40.0	23		10		13		56.5		56.5	
2		1		33.3		33.3	39	2	8	2	33		84.6		80.5	
							3		3							
		1		100.0		100.0	4				4		100.0		100.0	
							1		1							
2		1		33.3		33.3	18	2	11	2	7		38.9		35.0	
							1		1							
		3		100.0		100.0	3		2		1		33.3		33.3	
		1		100.0		100.0	1		1							
19		31		62.0		62.0	181	17	79	12	103	5	56.9	29.4	34.5	

TABLE 3.—*Showing number of competitors that passed, the*

Legal residence of competitors.	Special examinations.								
	Assistant examiner, patent office, Department of the Interior.								
	Examined.		Passed.		Failed.		Percentage of failures.		
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.
Alabama.....									
Arizona.....									
Arkansas.....	1		1						
California.....									
Colorado.....	2		1		1		50.0		50.0
Connecticut.....	2				2		100.0		100.0
Dakota.....									
Delaware.....	2				2		100.0		100.0
District of Columbia.....	7		2		5		71.4		71.4
Florida.....	1		1						
Georgia.....	1		1						
Idaho.....									
Illinois.....	8		4		4		50.0		50.0
Indiana.....	2		1		1		50.0		50.0
Iowa.....	2		1		1		50.0		50.0
Kansas.....									
Kentucky.....									
Louisiana.....									
Maine.....	2				2		100.0		100.0
Maryland.....	3		2		1		33.3		33.3
Massachusetts.....	9		5		4		44.4		44.4
Michigan.....	2		1		1		50.0		50.0
Minnesota.....									
Mississippi.....									
Missouri.....	2		1		1		50.0		50.0
Montana.....									
Nebraska.....									
Nevada.....									
New Hampshire.....	3		2		1		33.3		33.3
New Jersey.....	2		2						
New Mexico.....									
New York.....	10		5		5		50.0		50.0
North Carolina.....	1				1		100.0		100.0
Ohio.....	4		2		2		50.0		50.0
Oregon.....									
Pennsylvania.....	11		7		4		36.4		36.4
Rhode Island.....									
South Carolina.....	1				1		100.0		100.0
Tennessee.....	2		2						
Texas.....	1				1		100.0		100.0
Utah.....									
Vermont.....									
Virginia.....	11		3		8		72.7		72.7
Washington.....									
West Virginia.....	2				2		100.0		100.0
Wisconsin.....	3		2		1		33.3		33.3
Wyoming.....									
Total.....	97		46		51		52.6		52.6

TABLE 3.—Showing number of competitors that passed

Legal residence of competitors.	Special examinations.							
	Maritime meteorologist, Department of the Navy.							
	Examined.		Passed.		Failed.		Percentage failure.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
Alabama.....								
Arizona.....								
Arkansas.....								
California.....								
Colorado.....								
Connecticut.....								
Dakota.....								
Delaware.....								
District of Columbia.....								
Florida.....								
Georgia.....								
Idaho.....								
Illinois.....								
Indiana.....								
Iowa.....								
Kansas.....								
Kentucky.....								
Louisiana.....								
Maine.....								
Maryland.....								
Massachusetts.....	1		1					
Michigan.....								
Minnesota.....								
Mississippi.....								
Missouri.....								
Montana.....								
Nebraska.....								
Nevada.....								
New Hampshire.....								
New Jersey.....								
New Mexico.....								
New York.....								
North Carolina.....								
Ohio.....								
Oregon.....								
Pennsylvania.....								
Rhode Island.....								
South Carolina.....								
Tennessee.....								
Texas.....								
Utah.....								
Vermont.....								
Virginia.....								
Washington.....								
West Virginia.....								
Wisconsin.....								
Wyoming.....								
Total.....	1		1					

TABLE 3.—Showing number of competitors that passed, the number that failed, and percentage of failures, etc.—Continued.

RECAPITULATION.

Legal residence of competitors.	Examined.			Passed.			Failed.			Percentage failed.
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.
Alabama.....	34	8	42	21	4	25	13	4	17	38.2
Arizona.....	2	1	3	2	1	3				
Arkansas.....	43	8	51	31	7	38	12	1	13	27.9
California.....	15	8	23	13	8	21	2		2	13.3
Colorado.....	25	7	32	21	7	28	4		4	16.0
Connecticut.....	51	17	68	39	17	46	22		22	43.1
Dakota.....	3	5	8	2	5	7	1		1	32.3
Delaware.....	29	12	41	19	11	30	10	1	11	34.5
District of Columbia.....	46	96	142	30	95	116	16	10	26	34.8
Florida.....	18	6	24	9	2	11	9	4	13	50.0
Georgia.....	41	22	63	29	20	49	12	2	14	29.3
Idaho.....	7	1	8	5	1	6	2		2	28.6
Illinois.....	283	38	321	173	29	201	91	9	100	34.6
Indiana.....	283	87	340	183	42	225	100	15	115	35.3
Iowa.....	100	36	136	69	29	96	31	10	41	31.0
Kansas.....	65	14	79	41	9	50	24	5	29	36.9
Kentucky.....	69	28	96	30	29	59	30	9	39	50.0
Louisiana.....	27	15	42	18	12	30	9	3	12	33.3
Maine.....	29	10	39	12	8	20	8	2	10	40.0
Maryland.....	140	107	247	90	96	185	41	21	62	29.3
Massachusetts.....	82	37	119	60	32	92	22	5	27	26.8
Michigan.....	79	29	107	49	23	72	29	6	35	37.2
Minnesota.....	39	2	41	26	2	28	4		4	13.3
Mississippi.....	34	13	47	20	11	31	14	2	16	41.2
Missouri.....	114	28	142	63	22	85	51	6	57	44.7
Montana.....	3		3	3		3	1		1	33.3
Nebraska.....	18	8	26	9	6	15	9	2	11	50.0
Nevada.....		1	1		1	1				
New Hampshire.....	17	5	22	14	5	19	3		3	17.0
New Jersey.....	77	24	101	43	18	61	34	6	40	44.2
New Mexico.....	4	2	6	3	1	4	1	1	2	25.0
New York.....	229	111	390	153	108	259	76	25	101	33.2
North Carolina.....	46	23	71	31	20	51	17	3	20	35.4
Ohio.....	293	56	349	187	47	244	96	9	105	32.8
Oregon.....	5		5	3		3	2		2	40.0
Pennsylvania.....	101	90	191	112	79	191	119	10	129	36.6
Rhode Island.....	8	2	10	3	2	5	5		5	62.5
South Carolina.....	65	26	91	41	18	59	24	8	32	36.9
Tennessee.....	94	15	109	46	14	60	48	1	49	51.1
Texas.....	46	16	62	28	10	38	18	6	24	39.1
Utah.....	1		1	1		1				
Vermont.....	10	6	16	6	6	12	4		4	40.0
Virginia.....	106	109	305	124	74	198	72	35	107	36.7
Washington.....	1		1	1		1				
West Virginia.....	52	30	82	31	22	53	21	8	29	40.4
Wisconsin.....	37	18	55	26	15	41	11	3	14	29.7
Wyoming.....	2	1	3	2	1	3				
Total.....	3,147	1,180	4,327	2,029	948	2,977	1,118	232	1,350	35.5

Supplementary examinations. Number of competitors.

Of the competitors that passed the general, limited, and special examinations during the period specified above, 609 took supplementary examinations, as follows:

TABLE 4.—Showing the number of competitors that, during the period that commenced January 16, 1886, and ended June 30, 1887, passed the general, the limited, or special examinations for the classified departmental service, and that afterward, during that period, took examinations supplementary thereto.

Supplementary examinations.	General examination.	Limited examination.	Special examination.	Total.
Botany		2		2
Botany and bibliography		1		1
Copyist of mechanical drawings		9		9
Draughting:				
Architectural		4		4
Mechanical	2	7		9
Ordinance		15		15
Topographical	1			1
Examiner's clerk, Patent Office	2	55		57
Law clerk	95	20		115
Modern languages:				
Danish	2			2
French	13	35	3	51
German	21	23	1	45
Italian		2		2
Spanish	2	4		6
Medical science	3	1		4
Naval science and affairs		5		5
Photography		6		6
Proof-reading	12	10		22
Sericulture		1		1
Stenography	86	52		88
Telegraphy		2		2
Type-writing	30	182		162
Total	219	386	4	609

Supplementary examinations. Percentage of failures in each examination among the competitors from each state, and total percentage of failures.

The 609 persons that took supplementary examinations were divided among the states, territories, and the District of Columbia, and passed or failed, as is shown in the following table:

TABLE 5.—Showing number of competitors that passed and number that failed in sup
1887, 1

States and territories.	Type-writing.				Stenography.				Law.		
	Passed.		Failed.		Passed.		Failed.		Passed.		Failed.
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.
STATES.											
Alabama.....	1				1				1		1
Arkansas.....									1		1
California.....		4							1		
Colorado.....			1	2							
Connecticut.....	2	1	3		4			1	1		
Delaware.....							1				
District of Columbia.....	1	2	1	1	1		1	1	1		
Florida.....							1				
Georgia.....		1	1	2			1		4		
Illinois.....	5	1			2		4		4		3
Indiana.....	1				1		2		8		10
Iowa.....		1		2				2	2		2
Kansas.....		1							4		
Kentucky.....		1		2					1		
Louisiana.....	1	2		2	1						
Maine.....	1	2		2	1			1	1		
Maryland.....	2	6	3	7	2		4	1	4		
Massachusetts.....	2	2			1			1	2		
Michigan.....		1							2		
Minnesota.....	2	1			3	1					1
Mississippi.....		1					1	1	2		1
Missouri.....		2	1	1			2		6		1
Nebraska.....											1
Nevada.....				1							
New Hampshire.....		1									
New Jersey.....	4	1	2		3		5				1
New York.....	3	6	2	4	2	1	2	2	7		1
North Carolina.....		1	1	1			1		1		
Ohio.....	1	1	2	1	1		3	2	9		3
Oregon.....					1						
Pennsylvania.....	7	2	3	2	5		5	2	4		1
Rhode Island.....		1									
South Carolina.....	2		3	1			1		2		
Tennessee.....	1	1	2						4		6
Texas.....		1	2					1			
Vermont.....											
Virginia.....	3	12	1	2	3		2		3		1
West Virginia.....	1	2		1			1		2		1
Wisconsin.....	2				1				1		
TERRITORIES.											
Arizona.....											
Dakota.....		1						1			
Idaho.....											
Montana.....											
New Mexico.....											
Utah.....											
Washington.....									1		
Wyoming.....											
Total.....	42	56	26	36	32	2	37	17	60	7	34

REPORT OF THE CIVIL-SERVICE COMMISSION.

dry examinations for the classified departmental service, January 16, 1886, to June 30, 1887.

[illegible]

TABLE 5.—Showing number of competitors that pass

States and territories.	Danish.				Swedish.				Proof-reading.		
	Passed.		Failed.		Passed.		Failed.		Passed.		F
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.
STATES.											
Alabama.....											
Arkansas.....											
California.....											
Colorado.....											
Connecticut.....											
Delaware.....											
District of Columbia.....									1		
Florida.....											
Georgia.....											
Illinois.....											
Indiana.....											
Iowa.....	1								1		
Kansas.....									1		
Kentucky.....											
Louisiana.....											
Maine.....											
Maryland.....											
Massachusetts.....									1		
Michigan.....											
Minnesota.....	1										
Mississippi.....									1		
Missouri.....									2		
Nebraska.....											
Nevada.....											
New Hampshire.....											
New Jersey.....									1		
New York.....									2		
North Carolina.....											
Ohio.....									1		
Oregon.....											
Pennsylvania.....									1		
Rhode Island.....											
South Carolina.....											
Tennessee.....											
Texas.....											
Vermont.....											
Virginia.....											
West Virginia.....											
Wisconsin.....									1		
TERRITORIES.											
Arizona.....											
Dakota.....											
Idaho.....											
Montana.....											
New Mexico.....											
Utah.....											
Washington.....											
Wyoming.....											
Total.....	2								12		

REPORT OF THE CIVIL-SERVICE COMMISSION.

TABLE 5.—Showing number of competitors that passed and

States and territories.	Copyist of drawings.				Telegraphy.			
	Passed.		Failed.		Passed.		Failed.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
STATES.								
Alabama								
Arkansas			1					
California								
Colorado								
Connecticut								
Delaware				1				
District of Columbia		2		2				
Florida								
Georgia								
Illinois								
Indiana								
Iowa								
Kansas								
Kentucky								
Louisiana								
Maine								
Maryland			1	2				
Massachusetts								
Michigan								
Minnesota								
Mississippi								
Missouri								
Nebraska								
Nevada								
New Hampshire								
New Jersey								
New York					1		1	
North Carolina								
Ohio								
Oregon								
Pennsylvania								
Rhode Island								
South Carolina								
Tennessee								
Texas								
Vermont								
Virginia								
West Virginia								
Wisconsin								
TERRITORIES.								
Arizona								
Dakota								
Idaho								
Montana								
New Mexico								
Utah								
Washington								
Wyoming								
Total		2	1	5	1		1	

TABLE 5.—Showing number of competitors that passed and

States and territories.	Photography.				Naval science.			
	Passed.		Failed.		Passed.		Failed.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
STATES.								
Alabama.....								
Arkansas.....								
California.....								
Colorado.....	1		1					
Connecticut.....								
Delaware.....								
District of Columbia.....			3				1	
Florida.....								
Georgia.....								
Illinois.....								
Indiana.....								
Iowa.....								
Kansas.....								
Kentucky.....								
Louisiana.....								
Maine.....								
Maryland.....							1	
Massachusetts.....								
Michigan.....								
Minnesota.....								
Mississippi.....								
Missouri.....								
Nebraska.....								
Nevada.....								
New Hampshire.....								
New Jersey.....								
New York.....					1			
North Carolina.....								
Ohio.....								
Oregon.....								
Pennsylvania.....								
Rhode Island.....								
South Carolina.....								
Tennessee.....								
Texas.....								
Vermont.....			1		2			
Virginia.....								
West Virginia.....								
Wisconsin.....								
TERRITORIES.								
Arizona.....								
Dakota.....								
Idaho.....								
Montana.....								
New Mexico.....								
Utah.....								
Washington.....								
Wyoming.....								
Total	1		5		3		2	

hat failed in supplementary examinations, etc.—Continued.

Agriculture.		Totals.								
Failed.		Passed.			Failed.			Total.		
Male.	Female.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
		5		5	1		1	6		6
		5		5	2		2	7		7
1		2	4	6	1	3	4	3	7	10
		3		3	4	3	7	7	3	10
		9	1	10	4	1	5	13	2	15
			1	1	2	2	4	2	3	5
		16	7	23	17	7	24	33	14	47
					4		4	4		4
		4	3	7	4	2	6	8	5	13
		15	3	18	10		10	25	3	28
		13	4	17	16	1	17	29	5	34
		4	2	6	5	5	10	9	7	16
		6	1	7	1		1	7	1	8
		2	3	5		2	2	2	5	7
		4	4	8	1	2	3	5	6	11
		3	2	5		4	4	3	6	9
		10	13	23	16	11	27	26	24	50
		9	2	11	1	1	2	10	3	13
		3	3	6	3	1	4	6	4	10
		5	2	7	2		2	7	2	9
		3	2	5	3	1	4	6	3	9
		9	2	11	4	2	6	13	4	17
					1	1	2	1	1	2
						1	1		1	1
			1	1					1	1
		10	2	12	8		8	18	2	20
		18	11	29	13	7	20	31	18	49
		1	2	3	2	1	3	3	3	6
		17	2	19	13	4	17	30	6	36
		2		2	1		1	3		3
		20	6	26	14	6	20	34	12	46
			1	1					1	1
		4		4	6	2	8	10	2	12
		6	2	8	8		8	14	2	16
			2	2	3	2	5	3	4	7
		2		2	2		2	4		4
		11	17	28	10	6	16	21	23	44
		4	2	6	3	1	4	7	3	10
		6	1	7				6	1	7
		2		2				2		2
			1	1		1	1		2	2
			1	1					1	1
		1		1				1		1
1		234	110	344	185	80	265	419	190	609

NON-COMPETITIVE DEPARTMENTAL EXAMINATION. In addition to the competitive examinations, a number of non-competitive examinations were provided for the departmental service.

Non-competitive examination for transfer. Rule XXII authorizes transfers from one department to another upon certain conditions, one of which is that the applicant for transfer has passed at the required grade one or more examinations equal to that required for admission to the place to which the proposed transfer is to be made. Under this rule examinations were held as follows :

TABLE 6.—*Showing non-competitive examinations for transfer in departmental service.*

Kind of examination.	Passed.			Failed.			Total.		
	Male.	Fem.	Total.	Male.	Fem.	Total.	Male.	Fem.	Total.
General (clerk)	9	2	11	2	.....	2	11	2	13
Limited (copyist)	2	3	5	.....	.....	.....	2	3	5
Department of State.....	1	.....	1	1	.....	1	2	.....	2
Patent office, Department of the Interior.	1	.....	1	.....	.....	.....	1	.....	1
Limited, with French	1	.....	1	.....	.....	.....	1	.....	1
Total	14	5	19	3	.....	3	17	5	22

Non-competitive examination for promotion from copyist to clerk grade. Rule XXI provides that an eligible person who has been appointed from the limited (copyist) examination to a place the salary of which is not more than \$900 per annum, may, after one year from the date of appointment, and after passing the general examination or its equivalent, be promoted to a place the salary of which is \$1,000 or more. Under this rule twenty persons, eight males and twelve females, were examined. Six males passed and two failed. Eleven females passed and one failed.

Non-competitive examination for promotion into the classified service under Special Rule No. 1. Special Rule No. 1 provides that any person who was employed on or before January 16, 1883, in any department in a position not included in the classification thereof, but who was at that time engaged exclusively in the duties of a clerk or copyist, and who has since been continuously so engaged, may, in the discretion of the head of the department, be treated, upon passing an appropriate examination, as within the classified service in the grade of clerk or copyist. Under this rule seven persons, three males and four females, took the limited examination. The three males and three of the females passed.

Non-competitive examination for transfer from an excepted to a non-excepted place. Rule XIX provides that a person who during six months has occupied a place excepted from examination may, upon passing an appropriate examination, be transferred to a place not thus excepted. Under this rule three males took the general examination, and all passed.

EXAMINATIONS FOR PROMOTION IN DEPARTMENT OF WAR.

Under the regulations governing promotions in the departmental service, which have been applied to the Department of War, examinations were held June 22, 1887, for the quartermaster-general's office, with the following results:

LE 7.—Showing the results of examinations for promotion in the quartermaster-general's office, Department of War, June 22, 1887.

From—	Examined.		Passed.			Failed.				Total.			
	Male.	Female.	Male.	Per cent.	Female.	Per cent.	Male.	Per cent.	Female.	Per cent.	Examined.	Failed.	Percentage of failures.
\$1,000 to class 1....	2	8	7	87.5	2	100.0	1	12.5	10	3	30.0		
1 to class 2	30	17	26	86.7	16	84.1	4	13.3	1	5.9	47	5	10.6
2 to class 3	23	1	20	90.9	1	100.0	3	9.1	..	.....	23	2	8.7
3 to class 4	18	..	12	62.3	..	.....	1	7.7	..	.....	18	1	7.7
Total.....	67	26	56	86.6	24	92.3	9	13.4	2	7.7	98	11	11.8

CUSTOMS-SERVICE EXAMINATIONS.

In the classified customs districts, examinations were held as follows:

LE 8.—Showing places and times of examinations for the classified customs service, January 16, 1886, to June 30, 1887, both inclusive.

Customs district.	Examinations.	Customs district.	Examinations.
Mass. Md	3	Philadelphia, Pa	4
Mass.	8	Portland, Me.....	3
Mass. Ill	3	San Francisco, Cal	3
Mich.	1	Total.....	57
Orleans, La	2		
York, N. Y.....	28		

No examinations were held in the customs districts of Burlington, Vt., and Port Huron, Mich.

Number of competitors in customs-service examinations; percentage of failures.

The number of applicants that entered the ab customs-service examinations, and the number competitors that passed and the number that failed and the percentage of failures in each examination was as follows:

TABLE 9.—Showing number of competitors that passed, number that failed, and the percentage of failures in examinations for the classified customs service, January 16, 1887, to June 30, 1887, both inclusive.

Customs districts.	Examiners.				Clerks, store-keepers, etc.				Gaugers.		
	Examined.	Passed.	Failed.	Percentage of failures.	Examined.	Passed.	Failed.	Percentage of failures.	Examined.	Passed.	Failed.
Baltimore, Md.....	24	16	8	33.3	197	148	49	24.9	.....	.....	.....
Boston, Mass.....	.....	.....	.....	.....	150	86	64	42.7	.....	.....	.....
Burlington, Vt.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago, Ill.....	20	11	9	45.0	25	17	8	31.6	12	3	9
Detroit, Mich.....	.....	.....	.....	.....	6	4	2	33.3	.....	.....	.....
New Orleans, La.....	32	15	17	53.1	41	23	18	43.9	.....	.....	.....
New York, N. Y.....	75	47	28	37.3	702	349	353	50.3	.....	.....	.....
Philadelphia, Pa.....	13	7	6	46.2	31	23	8	25.8	10	3	7
Port Huron, Mich.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me.....	.....	.....	.....	.....	18	13	5	27.8	12	11	1
San Francisco, Cal.....	5	5	.....	.....	31	20	11	35.5	5	4	1
Total.....	170	101	69	40.6	1,311	698	613	46.7	39	21	18

Customs districts.	Weighers and assistant weighers.				Samplers.		
	Examined.	Passed.	Failed.	Percentage of failures.	Examined.	Passed.	Failed.
Baltimore, Md.....	26	22	4	15.4	.....	.....	.....
Boston, Mass.....	70	57	13	18.6	9	4	5
Burlington, Vt.....	.....	.....	.....	.....	.....	.....	.....
Chicago, Ill.....	29	24	5	17.2	.....	.....	.....
Detroit, Mich.....	.....	.....	.....	.....	.....	.....	.....
New Orleans, La.....	2	2	.....	.....	.....	.....	.....
New York, N. Y.....	119	89	30	25.2	49	23	26
Philadelphia, Pa.....	98	70	28	28.6	.....	.....	.....
Port Huron, Mich.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me.....	.....	.....	.....	.....	.....	.....	.....
San Francisco, Cal.....	81	59	22	27.2	5	5	.....
Total.....	425	322	103	24.2	63	32	31

TABLE 9.—Showing number of competitors that passed, etc.—Continued.

Customs districts.	Inspectors.				Inspectresses.			
	Examined.	Passed.	Failed.	Percentage of failures.	Examined.	Passed.	Failed.	Percentage of failures.
Baltimore, Md.....	165	119	46	27.9	60	43	7	11.6
Boston, Mass.....	58	35	23	39.7				
Burlington, Vt.....								
Chicago, Ill.....	47	19	28	59.6				
Detroit, Mich.....	3		3	100.0	1		1	100.0
New Orleans, La.....	18	12	6	33.3				
New York, N. Y.....	524	254	270	51.5	75	54	21	28.0
Philadelphia, Pa.....	144	81	63	43.8				
Port Huron, Mich.....								
Portland, Me.....	42	25	17	40.5				
San Francisco, Cal.....	34	28	6	17.6	24	11	13	54.2
Total.....	1,032	654	470	45.4	150	108	42	28.0

Customs districts.	Night inspectors.				Openers-and-packers.			
	Examined.	Passed.	Failed.	Percentage of failures.	Examined.	Passed.	Failed.	Percentage of failures.
Baltimore, Md.....	75	64	11	14.7				
Boston, Mass.....	33	28	5	15.2				
Burlington, Vt.....								
Chicago, Ill.....					17	15	2	11.8
Detroit, Mich.....	1		1	100.0				
New Orleans, La.....								
New York, N. Y.....	717	518	199	27.8	85	65	20	23.5
Philadelphia, Pa.....								
Port Huron, Mich.....								
Portland, Me.....								
San Francisco, Cal.....	39	31	8	20.5				
Total.....	865	641	224	25.9	102	80	22	21.6

Customs districts.	Totals.											
	Examined.			Passed.			Failed.			Percentage of failures.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
Baltimore, Md.....	487	50	537	360	49	412	116	7	125	24.2	14.0	33.2
Boston, Mass.....	320		320	210		210	110		110	34.4		34.4
Burlington, Vt.....												
Chicago, Ill.....	160		160	89		89	71		71	44.4		44.4
Detroit, Mich.....	10	1	11	4		4	6	1	7	60.0	100.0	63.6
New Orleans, La.....	92		92	58		58	34		34	37.0		37.0
New York, N. Y.....	2,371	75	2,446	1,344	54	1,398	927	21	948	40.8	28.0	40.4
Philadelphia, Pa.....	296		296	184		184	132		132	44.6		44.6
Port Huron, Mich.....												
Portland, Me.....	72		72	49		49	23		23	31.9		31.9
San Francisco, Cal.....	208	24	232	152	11	163	48	13	61	23.0	54.2	27.2
Total.....	2,908	150	3,058	2,439	108	2,547	1,469	42	1,511	37.0	28.0	37.2

The only positions to which females are admitted in the custom service are those of clerk and inspectress. During the period covered by this report, 24 were examined for the grade of clerk—all at the port of Boston—of whom 19 passed and 5 failed.

Under the head of examiners, in the above table, are included marble measurers, and examiners of general merchandise, such as drugs, teas, sugars, cigars, linens, cottons, woolens, furs, silks, cotton embroideries, and damaged goods.

Under the head of night inspectors are included those who took examinations for the position of watchman at the port of New York; also all who were examined at the same port (23) for the position of usher, and those examined (4) for the position of messenger at the port of San Francisco.

POSTAL-SERVICE EXAM-
INATIONS.

In the classified postal-service examinations were
held as follows:

TABLE NO. 10.—*Showing places and times of examinations for the classified postal service, January 16, 1886, to June 30, 1887, both inclusive.*

Post-offices.	Examina- tions.	Post-offices.	Examina- tions.
Albany, N. Y	2	Newark, N. J	3
Baltimore, Md	4	New Haven, Conn	1
Boston, Mass	12	New Orleans, La.....	3
Brooklyn, N. Y	6	New York, N. Y	14
Buffalo, N. Y.....	4	Philadelphia, Pa	6
Chicago, Ill	6	Pittsburgh, Pa	1
Cincinnati, Ohio	6	Providence, R. I	1
Cleveland, Ohio.....	4	Rochester, N. Y.....	6
Denver, Colo.....	1	Saint Louis, Mo.....	3
Detroit, Mich	3	Saint Paul, Minn.....	2
Indianapolis, Ind	1	San Francisco, Cal	2
Jersey City, N. J.....	2	Toledo, Ohio	3
Kansas City, Mo.....	7	Washington, D. C.....	1
Louisville, Ky	1		
Milwaukee, Wis	3	Total	111
Minneapolis, Minn.....	3		

Number of competitors
in postal-service examina-
tions. Percentage of fail-
ures.

The number of applicants that entered the above
postal-service examinations, and the number of
competitors that passed and the number that failed
and the percentage of failures, were as follows:

11.—Showing number of competitors that passed, number that failed, and the per-
centage of failures in examinations for the classified postal service, January 16, 1886,
to 30, 1887, both inclusive.

Location of postoffice.	Clerks.											
	Examined.			Passed.			Failed.			Percentage of failures.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
New York	18		18	12		12	4		4	22.0		22.0
Baltimore, Md.	149		149	117		117	32		32	21.5		21.5
Boston, Mass.	149	7	156	104	4	108	45	3	48	30.2	42.9	30.9
New York, N. Y.	87		87	68		68	19		19	21.8		21.8
New York, N. Y.	39		39	37		37	2		2	5.1		5.1
Chicago, Ill.	189	222	391	139	196	325	30	26	56	17.8	11.7	14.3
Cincinnati, Ohio	205	47	252	160	34	194	45	13	58	22.6	27.7	23.0
Cleveland, Ohio	69	7	76	52	6	58	17	1	18	24.6	14.3	23.7
Denver, Colo.	6		6	4		4	2		2	33.3		33.3
Detroit, Mich.	17	19	36	11	18	29	6	1	7	35.3	6.3	19.4
Indianapolis, Ind.	12		12	11		11	1		1	8.3		8.3
Newark, N. J.	12		12	11		11	1		1	8.3		8.3
St. Louis, Mo.	114	28	146	99	20	119	15	6	21	13.3	25.1	15.0
Frankfort, Ky.	24	15	39	22	11	33	2	4	6	8.3	26.7	15.4
Madison, Wis.	23	7	40	30	5	35	3	3	6	9.1	28.6	12.5
St. Paul, Minn.	17	3	20	12	2	14	5	1	6	29.4	33.3	30.0
Newark, N. J.	21	4	25	17	3	20	4	1	5	19.0	25.0	20.0
Hartford, Conn.	10		10	9		9	1		1	10.0		10.0
New Orleans, La.	64	44	108	59	44	103	5		5	7.8		4.6
New York, N. Y.	551		551	364		364	187		187	33.9		33.9
Philadelphia, Pa.	466	51	517	328	43	371	138	8	146	29.6	15.7	28.2
Pittsburgh, Pa.	19	8	27	16	8	24	3		3	15.8		11.1
Providence, R. I.	3		3	3		3						
New York, N. Y.	40	1	41	26	1	27	14		14	35.0		34.1
St. Louis, Mo.	45	15	60	35	11	46	10	4	14	22.2	26.7	23.3
St. Paul, Minn.	23	11	34	20	9	29	3	2	5	13.0	18.2	14.7
San Francisco, Cal.	50	61	111	49	57	106	1	4	5	2.0	6.6	4.5
Columbus, Ohio	26	9	35	23	8	31	3	1	4	11.5	11.1	11.4
Washington, D. C.	87		87	77		77	10		10	11.5		11.5
Total	2,523	557	3,080	1,915	480	2,395	608	77	685	24.1	13.5	22.2

TABLE 11.—*Showing number of competitors that passed, etc.*—Continued.

Location of postoffice.	Carriers.				Messengers, porters, etc			
	Exam- ined.	Passed.	Failed.	Percent- age of failures.	Exam- ined.	Passed.	Failed.	Per cent fail
Albany, N. Y	18	10	8	44.4	1		1	
Baltimore, Md	251	198	53	23.1				
Boston, Mass	200	121	79	39.5	62	32	30	
Brooklyn, N. Y	157	106	49	31.2				
Buffalo, N. Y	124	73	51	43.5	1		1	
Chicago, Ill	309	185	114	36.9	449	310	139	
Cincinnati, Ohio	164	97	67	40.8	47	31	16	
Cleveland, Ohio	70	50	20	28.6				
Denver, Colo	9	4	5	55.6				
Detroit, Mich	83	23	60	69.9	23	16	5	
Indianapolis, Ind	83	21	12	34.4				
Jersey City, N. J	11	8	3	27.3				
Kansas City, Mo	116	76	42	35.6	1		1	
Louisville, Ky	41	23	18	43.9				
Milwaukee, Wis	56	44	12	21.4	3	3		
Minneapolis, Minn	54	39	15	27.8				
Newark, N. J	105	77	28	26.7	1	1		
New Haven, Conn	23	16	7	30.4				
New Orleans, La	79	78	1	1.3	17	14	3	
New York, N. Y	539	286	253	46.9	91	41	50	
Philadelphia, Pa	735	504	232	30.6				
Pittsburgh, Pa	18	18						
Providence, R. I	14	9	5	35.7				
Rochester, N. Y	99	52	47	47.5	1	1		
Saint Louis, Mo	233	124	89	38.9	2	1	1	
Saint Paul, Minn	44	31	13	29.5	3	3		
San Francisco, Cal	68	64	4	5.9	8	6	2	
Toledo, Ohio	30	9	21	70.0	1	1		
Washington, D. C								
Total	2, 676	2, 365	1, 311	35.7	711	463	249	

TABLE 11.—Showing number of competitors that passed, etc.—Continued.

Location of postoffice.	Aggregate.											
	Examined.			Passed.			Failed.			Percentage of failures.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
N. Y.	35	.....	35	22	....	22	13	....	13	27.1	.....	27.1
re, Md.	400	.....	400	310	....	310	90	....	90	22.5	.....	22.5
Mass.	411	7	418	257	4	261	154	3	157	37.5	42.9	37.6
n, N. Y.	244	.....	244	176	....	176	68	....	68	27.9	.....	27.9
N. Y.	174	.....	174	110	....	110	64	....	64	36.8	.....	36.8
, Ill.	927	222	1,149	644	198	840	283	26	309	30.5	11.7	26.9
ati, Ohio	416	47	463	288	24	322	128	13	141	30.8	27.7	30.5
id, Ohio	129	7	146	102	8	108	37	1	38	28.6	14.3	26.0
Colo.	15	.....	15	8	....	8	7	....	7	46.7	.....	46.7
Mich.	123	19	142	64	16	72	69	1	70	56.1	5.3	49.3
polis, Ind.	45	.....	45	32	....	32	13	....	13	28.9	.....	28.9
City, N. J.	23	.....	23	19	....	19	4	....	4	17.4	.....	17.4
City, Mo.	233	26	259	175	20	195	58	6	64	24.9	22.1	24.7
le, Ky.	65	15	80	45	11	56	20	4	24	30.8	26.7	30.0
nea, Wis.	92	7	99	77	8	82	15	2	17	16.3	26.6	17.2
polis, Minn.	71	3	74	51	2	53	20	1	21	28.2	23.3	28.4
, N. J.	127	4	131	95	3	98	32	1	33	25.2	25.0	25.2
ven, Conn.	33	.....	33	25	....	25	8	....	8	24.2	.....	24.2
icans, La.	160	44	204	151	44	195	9	....	9	5.6	.....	4.4
rk, N. Y.	1,181	.....	1,181	691	....	691	490	....	490	41.5	.....	41.5
phia, Pa.	1,192	51	1,243	822	43	875	360	8	368	30.2	15.7	29.6
gh, Pa.	37	8	45	34	8	42	3	....	3	8.1	.....	8.7
nce, R. I.	17	.....	17	12	....	12	5	....	5	29.4	.....	29.4
er, N. Y.	140	1	141	79	1	80	61	....	61	43.6	.....	43.3
nia, Mo.	270	15	285	170	11	181	100	4	104	37.0	26.7	36.5
nl, Minn.	70	11	81	54	9	63	16	2	18	22.9	16.3	22.2
scisco, Cal.	126	61	187	119	57	176	7	4	11	5.6	6.6	5.9
Ohio	57	9	66	33	8	41	24	1	25	42.1	11.1	37.9
pton, D. C.	67	.....	67	77	....	77	10	....	10	11.6	.....	11.6
Total	8,910	357	7,467	4,742	480	5,223	2,168	77	2,245	31.4	13.3	30.1

Number of competitors
in classified service. Per-
centage of failures.

The total number of applicants that entered
aminations for the classified service in all
branches, the number of competitors that pass
and the number that failed, and the percentage
failures, were as follows:

TABLE 12.—*Showing the number of competitors, the number that passed, the number
failed, and the percentage of failures in examinations for the classified service in all
branches, January 16, 1886, to June 30, 1887, both inclusive.*

Branch of service.	Male.	Female.	Total
EXAMINED.			
Departmental	3, 147	1, 180	4, 327
Customs	3, 908	150	4, 058
Postal	6, 910	557	7, 467
Total	13, 965	1, 887	15, 852
PASSED.			
Departmental	2, 029	948	2, 977
Customs	2, 439	108	2, 547
Postal	4, 742	480	5, 222
Total	9, 210	1, 536	10, 746
FAILED.			
Departmental	1, 118	232	1, 350
Customs	1, 469	42	1, 511
Postal	2, 168	77	2, 245
Total	4, 755	351	5, 106
PERCENTAGE OF FAILURES.			
Departmental	35. 5	19. 7	27. 6
Customs	37. 6	28. 0	32. 8
Postal	31. 4	12. 8	22. 2
Total	34. 0	18. 6	26. 3

THE AGE OF COM-

The following table shows the average age of competitors in each of the examinations held for the several branches of the classified service:

3.—*Showing average age of competitors in examinations for the classified service in all its branches, January 16, 1886, to June 30, 1887, both inclusive.*

Branch of service and kind of examination.	Average age of competitors that—	
	Passed.	Failed.
	Years.	Years.
DEPARTMENTAL.		
(clerk).....	27.4	29.8
(copyist)	27.8	30.5
l examiner, bureau of pensions.....	33.0	42.7
xaminer, bureau of pensions.....	37.7	40.7
xaminer, bureau of pensions	35.3	41.6
eper	33.2	33.5
t examiner, patent office—special	24.9	26.0
partment—special	30.4	40.5
at topographer, geological survey—special		43.0
e meteorologist, Navy Department—special	29.0	.....
d microscopist, Agricultural Department—special.....	26.0	28.6
d limited, signal office—special.....	27.9	26.6
CUSTOMS.		
rs	35.9	40.8
tore-keepers, etc.....	29.8	32.1
.....	32.7	36.8
s and assistant weighers	34.1	32.1
.....	29.4	33.6
rs	32.4	35.8
esses	32.8	35.5
spectors	31.5	38.6
and packers	29.5	31.3
POSTAL.		
.....	24.6	21.8
.....	24.7	28.9
ra, porters, etc.....	24.9	28.4

In all, excepting three, of the examinations that have been held for the classified service in all its branches, the average age of those who failed was greater than that of those who passed. The three apparent exceptions to the general rule that the chances of success in tests of fitness for the public service diminish with increase of age, are the examination for weigher and assistant weigher in the customs service, the postoffice clerk examination, and the abridged-limited examination in the departmental service.

In the weigher and assistant weigher examination, the average age of the competitors who passed was 34.1 years, and of those who failed 32.1 years. The probable explanation of this fact is that until recently this examination, which is not a difficult one, included practical questions. Many of the successful competitors who were over the average age of those who passed had been in the customs service for years and in parts thereof in which the duties of weigher and assistant weigher were performed. With those duties these competitors were not, consequently, unfamiliar, and they could therefore more certainly pass the examination in question than younger competitors from outside the service.

In the postoffice clerk examination, the average age of the competitors who passed was 24.6 years, and of those who failed 21.8 years. The probable explanation of this fact is that applicants for this examination are admitted at the minimum age of sixteen years, and many of the younger competitors fail.

In the abridged-limited examination, the average age of the competitors who passed was 27.9 years, and of those who failed 26.6 years. This was a special examination, provided by the commission upon a statement made by the Secretary of War that he needed a few copyists, temporarily, at a compensation of \$25 a month. Upon this statement the commission prepared an examination of the simplest kind, and only one such examination was held. A number of the successful competitors had been employed in the signal office, Department of War, upon the work for which eligible persons were desired, and it is a fair supposition that these competitors had an advantage over the younger competitors, who were without experience in clerical work and being out of employment at the capital took the chances of success in what was an examination less difficult than any that had ever before been prepared by the commission.

EDUCATION OF COMPETITORS.

The education of competitors in the several examinations held for the classified service in all its branches is stated in the following table:

TABLE 14.—*Showing education of competitors in examinations for the classified service in all its branches, January 16, 1886, to June 30, 1887, both inclusive.*

Branch of service and kind of examination.	Common school.				High school.			
	Passed.	Failed.	Total.	Percentage of failures.	Passed.	Failed.	Total.	Percentage of failures.
DEPARTMENTAL.								
General (clerk)	299	178	473	36.7	132	37	169	21.9
Limited (copyist)	462	181	643	28.1	111	11	122	9.0
Principal examiner, bureau of pensions	2	2	4	50.0	1	.....	1	.....
Special examiner, bureau of pensions	18	68	86	79.1	4	5	9	55.5
Medical examiner, bureau of pensions	1	.....	1	.....	1	.....	1	.....
Assistant examiner, patent office	2	6	8	75.0	.....	1	1	100.0
Cook-keeper	14	32	46	69.6	9	6	15	40.0
Department of State	2	1	4	25.0	1	.....	2	.....
Assistant topographer, geological survey .....	.....	.....	.....	.....	.....	.....	.....	.....
Laritime meteorologist .....	.....	.....	.....	.....	.....	.....	.....	.....
Statistical microscopist .....	.....	.....	.....	.....	.....	1	1	100.0
Bridged-limited	41	7	48	14.6	9	.....	9	.....
Total	842	470	1,312	35.8	290	61	350	18.5
CUSTOMS.								
Examiners	41	37	78	47.4	0	5	11	45.5
Clerks, store-keepers, etc	226	285	511	55.8	68	29	97	29.9
Angers	0	7	16	43.7	1	1	2	50.0
Meighers and assistant weighers	188	77	265	29.1	29	5	34	14.7
Implers	21	23	44	52.3	3	.....	3	.....
Inspectors	206	252	458	55.0	40	14	54	23.9
Inspectresses	50	30	80	37.5	15	.....	15	.....
Light inspectors	483	206	689	29.8	20	2	22	9.1
Peners and packers	61	20	81	24.7	2	.....	2	.....
Total	1,393	1,638	3,031	49.7	185	56	241	23.2
POSTAL.								
Clerks	1,576	555	2,131	26.0	208	14	222	6.3
Carriers	1,075	1,192	2,267	52.7	87	28	115	24.8
Messengers, porters, etc	230	207	437	47.5	27	2	29	6.9
Total	2,881	1,954	4,835	33.5	322	44	366	12.0
Aggregate	6,116	3,463	9,579	36.5	776	161	937	17.3

TABLE 14.—*Showing education of competitors in examinations, etc.*—Continued

Branch of service and kind of examination.	Academic.				Collegiate.		
	Passed.	Failed.	Total.	Percentage of failure.	Passed.	Failed.	Total.
DEPARTMENTAL.							
General (clerk)	374	182	556	32.7	372	123	495
Limited (copyist)	501	108	609	17.7	190	48	238
Principal examiner, bureau of pensions	2	4	6	66.7	15	8	23
Special examiner, bureau of pensions	30	71	101	70.3	53	48	101
Medical examiner, bureau of pensions	4	2	6	33.3	13	28	41
Assistant examiner, patent office	17	18	35	51.4	27	23	50
Book-keeper	19	25	44	56.8	20	18	38
Department of State	2	1	3	33.3	5	.....	5
Assistant topographer, geological survey .....	.....	1	1	100.0	.....	.....	.....
Maritime meteorologist	1	.....	1	.....	.....	.....	.....
Botanical microscopist .....	.....	1	1	100.0	1	1	2
Limited-limited	23	5	28	17.9	2	.....	2
Total	973	418	1,391	30.1	606	297	903
CUSTOMS.							
Examiners	17	16	33	48.5	30	7	37
Clerks, store-keepers, etc.	141	87	228	38.2	208	85	293
Gaugers	8	2	10	20.0	2	5	7
Weighers and assistant weighers	37	12	49	24.5	47	7	54
Samplers	5	5	10	50.0	2	3	5
Inspectors	95	67	162	41.4	73	28	101
Inspectresses	28	12	40	30.0	9	.....	9
Night inspectors	74	12	86	14.0	89	3	92
Openers and packers	4	.....	4	.....	10	1	11
Total	409	213	622	34.2	420	139	559
POSTAL.							
Clerks	256	45	301	15.0	211	34	245
Carriers	141	49	190	25.8	98	18	116
Messengers, porters, etc.	30	20	50	40.0	34	17	51
Total	427	114	541	21.1	343	69	412
Aggregate	1,609	745	2,554	29.2	1,461	505	1,966

TABLE 14.—*Showing education of competitors in examinations, etc.—Continued.*

Branch of service and kind of examination.	Business college.				Totals.			
	Passed.	Failed.	Total.	Percentage of failures.	Examined.	Passed.	Failed.	Percentage of failures.
DEPARTMENTAL.								
General (clerk)	86	45	131	34.4	1,823	1,363	560	30.7
Limited (copyist)	71	19	90	21.1	1,702	1,335	367	21.6
Principal examiner, bureau of pensions	1	1	2	50.0	36	21	15	41.7
Special examiner, bureau of pensions	8	8	16	57.1	311	111	200	64.3
Federal examiner, bureau of pensions		1	1	100.0	50	19	31	62.0
Assistant examiner, patent office		3	3	100.0	97	46	51	52.6
Book-keeper	28	27	55	49.1	198	90	108	54.5
Department of State					14	12	2	14.3
Assistant topographer, geological survey					1		1	100.0
Fortnight meteorologist					1	1		
Statistical microscopist					4	1	3	75.0
Bridged-limited	3		3		90	78	12	13.3
Total	196	104	300	34.8	4,327	2,977	1,350	31.3
CUSTOMS.								
Examiners	7	4	11	36.4	170	101	69	40.6
Clerks, store-keepers, etc.	45	27	72	43.1	1,211	688	523	43.2
Supers	1	3	4	75.0	29	21	8	46.2
Meighers and assistant weighers	31	2	33	8.7	425	323	103	24.2
Samplers	1		1		63	23	31	49.2
Inspectors	40	17	57	29.8	1,033	554	479	46.4
Inspector-general					150	108	42	28.0
Light inspectors	23	1	24	4.2	865	641	224	25.9
Passers and packers	2	1	3	33.3	102	80	22	21.6
Total	140	65	205	31.7	4,058	2,547	1,511	37.2
POSTAL.								
Clerks	144	37	181	20.4	2,080	2,395	685	23.2
Wrriers	64	23	87	26.4	2,676	2,365	1,311	35.7
Assengers, porters, etc.	41	3	44	6.8	711	462	249	35.0
Total	249	63	312	20.3	7,467	5,222	2,245	30.1
Aggregate	584	232	816	28.4	15,852	10,746	5,106	32.2

Consolidating common schools, high schools, and academies under the title of public schools, as was done in the third report of the commission, the following comparative statement in regard to the education of the competitors of 1885-'86 and of those of 1886-'87 is made:

TABLE 15.—*Making a comparison of the education of competitors in examinations for the classified service in all its branches held during the twelve months ended January 15, 1886, and the period that commenced January 16, 1886, and ended June 30, 1887.*

Branch of service.	Public school.				College.			
	Passed.	Failed.	Total.	Percentage of failures.	Passed.	Failed.	Total.	Percentage of failures.
Departmental service:								
1885-'86	647	427	1, 074	39. 8	330	262	592	44. 3
1886-'87	2, 084	949	3, 033	31. 3	608	297	905	29. 8
Increase	1, 437	522	1, 959	.....	278	35	313	.....
Decrease .....	.....	.....	.....	8. 5	.....	.....	.....	14. 5
Postal service:								
1885-'86	2, 629	1, 085	3, 714	29. 2	211	44	255	17. 3
1886-'87	4, 630	2, 113	6, 743	31. 3	343	69	412	16. 7
Increase	2, 001	1, 028	3, 029	2. 1	132	25	157	.....
Decrease .....	.....	.....	.....	.....	.....	.....	.....	. 6
Customs service:								
1885-'86	894	591	1, 485	39. 8	100	58	158	36. 7
1886-'87	1, 987	1, 307	3, 294	39. 7	420	139	559	34. 9
Increase	1, 093	716	1, 809	.....	320	81	401	.....
Decrease .....	.....	.....	.....	. 1	.....	.....	.....	11. 8
Total 1885-'86	4, 170	2, 103	6, 273	33. 5	641	364	1, 005	36. 3
Total 1886-'87	8, 701	4, 369	13, 070	33. 4	1, 461	505	1, 966	25. 7
Increase	4, 531	2, 266	6, 797	.....	820	141	961	.....
Decrease .....	.....	.....	.....	. 1	.....	.....	.....	10. 6

TABLE 15.—*Making a comparison of the education of competitors in examinations for the classified service in all its branches, etc.*—Continued.

Branch of service.	Business college.				Totals.			
	Passed.	Failed.	Total.	Percentage of failures.	Passed.	Failed.	Total.	Percentage of failures.
Departmental service :								
1885-'86	61	27	88	30.7	1,038	716	1,754	40.8
1886-'87	195	104	299	34.8	2,977	1,350	4,327	31.2
Increase	134	77	211	4.1	1,939	634	2,573	.....
Decrease								9.6
Total service :								
1885-'86	112	28	140	20.0	2,952	1,157	4,109	28.2
1886-'87	249	63	312	20.2	5,222	2,245	7,467	30.1
Increase	137	35	172	.2	2,270	1,088	3,358	1.9
Decrease								
Customs service :								
1885-'86	71	38	109	34.9	1,065	687	1,752	39.2
1886-'87	140	65	205	31.7	2,547	1,511	4,058	37.2
Increase	69	27	96	.....	1,482	824	2,306	.....
Decrease				3.7				2.0
Total 1885-'86	244	93	337	27.6	5,055	2,560	7,615	33.6
Total 1886-'87	584	232	816	28.4	10,746	5,106	15,852	32.2
Increase	340	139	479	.8	5,691	2,546	8,237	.....
Decrease								1.4

The percentages of failures, as shown by Table 14, were, it will be observed, as follows :

	Percentage of failures.
In examinations of common-school competitors	36.2
In examinations of high-school competitors	17.2
In examinations of academy competitors	29.2
In examinations of college competitors	25.7
In examinations of business-college competitors	28.4

The large percentage of failures in examinations of competitors reported as having received a common-school education may be explained by the fact that every applicant of very limited education, every applicant who has attended even a primary school for any length of time however short, invariably answers the question of the application blank—"Your education? Mention the kind of school at which you were educated, whether common school, high school, business college, academy, or college—" by stating that he was educated in the common schools. As a matter of fact such an answer does not accurately state the educa-

tion of such applicants. The common-school system is divided into several schools, in most of the states, into primary, intermediate, grammar, and high schools; so that, strictly speaking, the percentage of failures in examinations of competitors reported as having received a high-school education is the true percentage of failures in examinations of competitors who have in fact received a common-school education. The large percentage of failures in examinations of competitors reported as having received an academical or collegiate education may also be explained by the fact that applicants make inaccurate statements in answer to the question of the application blank, quoted above. Every applicant who at any time attended, for a few months only, an academy or college, or any educational institution called an academy or a college, states his education to have been academical or collegiate.

In this connection, it may be stated that the small percentage of failures in examination of competitors of high-school education commends the educational methods of the common-school system, and the observation may properly be made here that the civil-service law system of appointments has had and is having a good effect upon the schools in which the children of the masses of our people are being educated.

Since the enactment of the civil-service law, it has become a noticeable fact that many public school teachers have been giving particular attention to the requirements of the merit system of public appointments, and have been endeavoring to instruct the youth of the land in such manner as to fit them for the general duties of citizenship in a republican government. Upon this subject Mr. Thomas P. Ballard, of Ohio, in a paper read before the department of superintendents, national educational association, at its Washington session, in 1887, made the following remarks:

Examination for the civil-service will determine two things: First, the general fitness of the candidate; second, the special fitness. This general fitness, or education, should be possessed by all citizens, especially by all in the employ of the state. There will be special requirements for different offices. The examination for office of a printer may differ in some respects from that for a clerkship. It may not be the function of the common school to give this special training; but it is unquestionably its function to give the general training. The state as educator employs 227,000 teachers, which exceeds the number of all our lawyers, physicians, clergymen, and journalists combined. It spends over \$100,000,000 annually. This is a vast system and a large expenditure. The result should be substantial and worthy of the confidence of the state, the citizen, and the child. The state as employer is bound in the highest honor to itself, the tax-payer, and the pupil to show its confidence in the training it imparts, else it should modify that training. There has been no little criticism against making the common-school education part of the test for civil-service appointments. Is it not a great injustice for the state, as teacher, to take twelve years from so important a period of a child's life, holding out the assurance that the education during those years is the best possible for the duties of the future, and when, as employer, it determines the competency of its own servants to ignore its own work?

What then, we ask, is to be the permanent and practical relation of our common schools to the civil-service of the future? It is plain that the function of the teacher in the eye of the state must be directed to laying the foundation of citizenship—

ning broad enough to include the physique, the intellect, and the entire character of the pupil. This education ought not to differ from any education the state might require in all civil servants. The best general training for the civil-service should duplicate the best general training for citizenship. * * * Civil-service reform should pre-eminently command the support of our school men. I am not able to point out any act of the government in recent years which will contribute more to the interest of popular education.

Mr. Ballard argued that the reform had developed the fact that the needs of the civil-service are an intelligent citizenship, and that the great end of the schools is to educate for that citizenship. The state is at once teacher and employer. It should therefore so conduct the schools as to supply the service, and so conduct the service as to stimulate and guide the work of the schools. The schools are now doing a large part of the work. They are, we have Mr. Ballard's authority for saying, emerging from the old mechanism of the past, in which the course of study and the text-books were the first consideration and the child's development was subordinated, to a more rational process which makes the child and his future, in relation to himself and the state, the controlling consideration.

APPOINTMENTS. Passing from the subject of examinations, attention is called to that of appointments.

APPOINTMENTS TO THE CLASSIFIED DEPARTMENTAL SERVICE. The total number of appointments made in the classified departmental service, and the number made from each examination provided for that service, during each of the two periods covered by this report, (1) the twelve months ended January 16, 1887, and (2) the five months and a half ended June 30, 1887, are stated in the following table:

TABLE 16.—Showing appointments made to the classified departmental service,

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
<i>January 16 1886, to January 15, 1887, both inclusive.</i>												
General (clerk)				32		32	20		20			
Limited (copyist)							14	10	24			
Abridged limited*					6	6						
Assistant curator												
Botany												
Botanical and bibliographical subjects												
Sericulture												
Assistant examiner, patent office												
Examiner's clerk, patent office												
Mechanical draughtsman												
Medical examiner, bureau of pensions												
Principal examiner, bureau of pensions												
Special examiner, bureau of pensions												
Special examiner, bureau of pensioners												
Architectural draughtsman				1		1						
Book-keeper				4		4	24		24			
Copyist of topographical drawings				1		1						
French and German languages								2	2			
Law							24		24			
Naval science and affairs												
Photographer				1		1						
Proof reader				1		1	1		1			
Spanish and German languages				1		1						
State Department	3		3									
Stenographer and type-writer				1		1						
Topographical draughtsman				1		1						
Type-writer				1	1	2	2	1	3			
Total	3		3	46	7	51	104	13	117			
<i>January 16, 1887, to June 30, 1887, both inclusive.</i>												
General (clerk)				5		5	4		4			
Limited (copyist)							3	8	11			
Abridged limited*					6	6						
Botanical microscopist												
Assistant examiner, patent office												
Copyist of mechanical drawings												
Examiner's clerk, patent office												
Mechanical draughtsman				1		1						
Medical examiner, bureau of pensions												
Principal examiner, bureau of pensions												
Special examiner, bureau of pensioners												
Book-keeper				1		1	12		12			
French and German languages				1		1						
Law							3		3			
Proof-reader												
Stenographer				1		1						
Stenographer and type-writer				2		2	1		1			
Telegrapher				1		1						
Type-writer				3	1	4	1	1	2			
Maritime meteorological expert												
Total				15	6	21	24	9	33			
Total appointments from January 16, 1886, to June 30, 1887	3		3	59	13	72	128	22	150			

* Not apportioned.

† Apportioned by the Secretary of the Interior under Special Rule No. 4.

ary 16, 1886-January 15, 1887; (2) January 16, 1887-June 30, 1887.

Office.	Navy.			Interior.			Agriculture.			Total in all departments.		
	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.
	31				38	2	40				140	2
	14	1		1	6	4	10				29	20
											6	6
							1	1		1	1	1
							1	1		1	1	1
								1	1	1		1
								1	1	1		1
					30		30			30		30
						23	23				23	23
					1		1			1		1
					4		4			4		4
					5		5			5		5
					24		24			24		24
					19		19			19		19
										1		1
	1	1		1	8	1	4			33	1	34
										1		1
											2	2
		1		1						25		25
		1		1						1		1
										1		1
										2		2
										1		1
										3		3
										1		1
										1		1
		1		1	6	1	6			9	3	12
6	46	5		5	135	31	166	2	2	3	333	59
	5				11	1	12				23	1
	5				16	8	24				24	16
											5	5
									1	1	1	1
					6		6			6		6
						1	1				1	1
					7	4	11			7	4	11
					1		1			2		2
					2		2			2		2
					2		2			2		2
					16		16			16		16
	1				1	2	3		1	1	15	8
										1		1
		1		1	1		1			5		5
					2		2			2		2
	1									2		2
					1		1			4		4
										1		1
						3	3			4	6	9
		1		1						1		1
	12	2		2	66	19	85		2	2	119	36
6	58	7		7	201	50	251	2	4	6	452	95

It will be observed that during the two periods covered by the above table, 547 appointments were made to the classified departmental service—392 during the twelve months that commenced January 16, 1886, and 155 during the five months and a half that commenced January 16, 1887. During the nearly eighteen months included within the two periods covered by Table 16, only 3 appointments were made to the classified departmental service in the Department of State, 7 in the Department of the Navy, and 6 in the Department of Agriculture. None were made in the Department of Justice. Of the 547 appointments, all but 146 were made in the Departments of the Interior and the Treasury—251 in the interior and 150 in the treasury.

Appointment of women to the classified departmental service.

It will also be observed that of the 547 appointments made during the two periods above mentioned, 452 were of men and 95 of women—being in the proportion of about 1 woman to every 6 men. During those periods—nearly eighteen months—only 3 women were appointed from the general (clerk) register, and only 36 from the limited (copyist) register. Since July 16, 1883, the date on which the system of making appointments upon examination went into effect, 1,266 appointments have been made in the classified departmental service to places that are not excepted from examination. Of this number, 1,095 have been of men and 171 of women, the proportion of men to women being more than 6 to 1; and it is a notable fact that since the enactment of the civil-service law no women have been appointed from the following-named states and territories: Arizona, Colorado, Idaho, Kansas, Minnesota, Montana, New Jersey, Oregon, Utah, Washington, and Wyoming. From each of the following-named states and territories but 1 woman has been appointed: Delaware, Maine, Nevada, New Hampshire, New Mexico, and Rhode Island. Of the 7 appointments made from Vermont, 5 were of women; and of the 9 made from Nebraska, 6 were of women.

The fact that no women have been appointed from some states and an apparently undue proportion from others, has resulted from the manner in which requests for and certificates of eligible persons are made under the rules. The head of a department, as a general rule, asks for either male or female eligibles, and the commission always certifies from the general or the limited register eligible persons of the sex requested, resident in the state which, at the time of certification, is entitled to an appointment. In this way a woman may have been appointed from a certain state six months ago, and to-day, under a request for female eligibles to fill a vacancy, another woman may be appointed from that same state, because at this time it may be entitled to another appointment, and the commission is compelled to certify eligibles of the sex requested by the appointing officer.

Appointment of honorably-discharged soldiers and sailors under section 1754 Revised Statutes.

Of the appointments made during the period covered by this report, 20 were claimants of the right of preference in civil appointments accorded to honorably-discharged soldiers and sailors; and

about the total number of such claimants who, during the period d to, passed examinations for the classified departmental service. llowing table shows the states from which and the departments ch these appointments were made:

17.—Showing appointments of honorably-discharged soldiers and sailors under section 1754, Revised Statutes, January 16, 1886, to June 30, 1887.

State or territory.	Department.	No.
as.....	Interior	1
ia.....	War	1
o.....	Treasury	1
.....	Interior.....	2
o.....	Treasury	1
.....	Interior	2
.....	.....do	1
ad.....	.....do	1
i.....	.....do	2
o.....	Postoffice.....	1
s.....	War	1
exico.....	Interior.....	1
.....	Treasury	1
lvania.....	Interior.....	2
it.....	.....do	1
b.....	Postoffice.....	1
tal .....	.....	20

ng the period that commenced July 16, 1883, and ended June 30, 1 persons, claiming preference in civil appointments under sec- 754, Revised Statutes, were appointed to the classified depart- service.

In the appendix hereto will be found tables* showing all the appointments made to the classi- fied departmental service during the period that nced July 16, 1883, and ended June 30, 1887. This table gives me of each appoint in the order of appointment, with the date ational appointment, the grade to which appointed, and every e that has occurred since appointment in his relation to the service; supplementary tables is given the names of the persons appointed ach state, the number appointed to each department, the number ted from each state to each department from each examination, e number appointed to each department from each examination. tables show the number of appointments made, under the ap- ment of the commission, from each state and territory and the t of Columbia, to have been as follows:

* See Appendix, Part IV, Tables 1, 2, 3, and 4.

TABLE 18.—*Showing number of appointments to the classified departmental service from each state and territory and the District of Columbia, under the apportionment made by the commission, during the period of July 16, 1883, to June 30, 1887.*

State, etc.	Male.	Female.	Total.	State, etc.	Male.	Female.	Total.
Alabama.....	22	5	27	Missouri.....	35	8	43
Arizona.....	2	.....	2	Montana.....	2	.....	2
Arkansas.....	15	2	17	Nebraska.....	8	6	9
California.....	14	3	17	Nevada.....	.....	1	1
Colorado.....	5	.....	5	New Hampshire.....	6	1	7
Connecticut.....	8	4	12	New Jersey.....	24	.....	24
Dakota.....	1	2	3	New Mexico.....	3	1	4
Delaware.....	3	1	4	New York.....	82	16	98
District of Columbia.....	30	8	38	North Carolina.....	25	5	30
Florida.....	3	2	5	Ohio.....	65	5	70
Georgia.....	24	4	28	Oregon.....	4	.....	4
Idaho.....	1	.....	1	Pennsylvania.....	74	9	83
Illinois.....	60	4	64	Rhode Island.....	4	1	5
Indiana.....	38	8	46	South Carolina.....	18	2	20
Indian.....	.....	1	1	Tennessee.....	27	4	31
Iowa.....	25	4	29	Texas.....	27	5	32
Kansas.....	19	.....	19	Utah.....	.....	.....	.....
Kentucky.....	32	1	33	Vermont.....	2	5	7
Louisiana.....	14	6	20	Virginia.....	32	8	40
Maine.....	13	1	14	Washington.....	2	.....	2
Maryland.....	26	5	31	West Virginia.....	13	3	16
Massachusetts.....	31	5	36	Wisconsin.....	21	5	26
Michigan.....	29	5	34	Wyoming.....	.....	.....	.....
Minnesota.....	14	.....	14	Total.....	918	160	1,078
Mississippi.....	20	4	24				

Appointments not under apportionment by commission.

In addition to these appointments, 177 special pension examiners were appointed and apportioned among the states and territories by the Secretary of the Interior; and 11 temporary employés were appointed to the Department of War, and not apportioned. These 11 employés were not apportioned for the reason that their employment was temporary, and the compensation allowed to each was only \$25 per month. The commission could not equitably certify eligibles from the states that were in order when the requisition for eligibles for this temporary employment was made. A person who, for instance, had been examined in California for copyist in the expectation of receiving a permanent appointment at not less than \$720 per annum, could not be asked to take a place for a month or two only, at \$25 per month. The commission consequently prepared an examination to test fitness for these places, and from the list of eligibles thus obtained 11 appointments were made, and these appointments were not charged to the states of which the appointees were residents.

The 177 special pension examiners appointed upon an apportionment presumably made by the Secretary of the Interior, were appointed between July 22, 1884, and July 14, 1886, since which last-mentioned date all special pension examiners have been appointed under the apportionment.

de by the commission. The authority under which, during the years 84-'85 and 1885-'86, the Secretary of the Interior made the apportionment of special pension examiners separately from the apportionment of pointments made by the commission, was conferred, in the first instance, by Special Rule No. 3, approved by the President on July 22, 84.

By the act of July 7, 1884, it was provided that 150 special pension examiners should be appointed to serve for a term of one year. It was decided that these appointments should be made under the civil-service rules; but they were not made in the same way that other appointments in the classified service of the Department of the Interior were made. For reasons not of record, the commission advised the President to approve and promulgate Special Rule No. 3, which was in terms as follows:

Appointments to the 150 places in the pension office provided to be filled by the act of July 7, 1884, except so far as they may be filled by promotions, must be separately apportioned by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly and the residence and qualifications of the applicants will permit.

As has been stated, this special rule was approved July 22, 1884, and on July 26, the commission adopted the following resolution, by which the minimum grade of eligibility in examinations for special pension examiner was reduced to 50.

Resolved, In view of the fact that the duties of special examiners, under the act of July 7, 1884, are of such a nature as make business capacity and experience of greater importance than literary attainments, and, as no probationary period is given for said appointments of special examiners, that the minimum standing in grading examination shall be 50 per cent.

On August 12, 1884, this reduction of the minimum grade of eligibility was made retroactive, the effect of this action being to place on the register in all cases to be certified for appointment the names of 24 persons who, before July 7, 1884, had obtained in this examination 50 per cent. and upward, but less than 65. Upon the theory that it was the duty of the appointing officer to apportion these 150 places, and that therefore he was, in making an appointment, entitled to have before him the names of all persons eligible to the grade of special pension examiner, the whole list of such eligible persons was certified upon every requisition made upon the commission, and the provision of the rules allowing only three certifications of each eligible was in effect annulled. The commission was never informed of any formal apportionment made under Special Rule No. 3, but it is presumed that the number of special pension examiners appointed from each state receiving such appointments was made in conformity with the apportionment authorized by the special rule—the share of the whole number of such appointments to which such state was entitled.

Upon recommendation of the commission Special Rule No. 4, almost a duplicate of Special Rule No. 3, was, on July 16, 1885, approved by

the President, and appointments of special pension examiners under it were made in accordance with the precedents established by the action of the commission under Special Rule No. 3.

On December 8, 1885, the commission adopted an order, to take effect January 1, 1886, rescinding the resolution of July 26, 1884, making 10 per cent. the minimum grade of eligibility for the position of pension examiner. On July 14, 1886, the commission went still further and adopted the following statement and resolutions:

Acting upon the advice of the Civil-Service Commission, on July 16, 1885, the President approved Special Rule No. 4, as follows:

"Appointments to the one hundred and fifty places in the pension office, to be filled by the act of March 3, 1885, except so far as they may be filled by promotions and transfers, must be separately apportioned by the appointing power in near conformity to the second section of the act of January 16, 1883, as the filling them promptly, and the residence and qualifications of the applicants, be taken into consideration."

The commission has heretofore held that, under this rule, the whole list of persons eligible for appointment as special examiners in the pension office should be certified to the appointing officer, for the purpose of affording him an opportunity to apportion the appointments of special pension examiners among the several States and territories and the District of Columbia.

The commission, as now constituted, is of the opinion that the whole list of eligibles should not be unconditionally certified to any appointing officer, unless some exigency demanding such action. In the opinion of the commission there is now no necessity that the appointing officer should apportion the appointments of special pension examiners, and there is now no exigency requiring the certification of the whole list of eligibles for special pension examiners, as has heretofore been the case. Therefore,

Resolved, That the commission will not advise the President to renew Special Rule No. 4 and apply it to the one hundred and fifty places in the pension office provided for by the bill now pending in Congress, making appropriations for the legislative, executive, and judicial expenses of the government for the fiscal year ending June 30, 1887, and for other purposes.

Resolved, That hereafter, whenever a requisition is made for names to fill a vacancy in the grade of special examiners in the pension office, only four names shall be certified, to be taken from those graded highest on the eligible register of special pension examiners.

The President did not renew Special Rule No. 4, and after it expired by limitation of time all appointments of special pension examiners were made under the apportionment of the commission.

The appendix tables of appointments to the classified departmental service, referred to above, show that—

1. The number of appointments to the classified departmental service, made during the period covered by this report, from each of the examinations that have been provided by the commission for that service, was as follows:

Appointments to the classified departmental service from the several examinations for that service.

—Showing the total number of appointments made from the several examinations classified departmental service, July 16, 1883, to June 30, 1887, both inclusive.

Examination.	Male.	Female.	Total.
clerk)	485	15	500
copyist)	110	81	191
botanist	1	.....	1
curator	1	.....	1
.....	1	.....	1
and bibliographical subjects .....	.....	1	1
microscopist .....	.....	1	1
.....	.....	2	2
topographer, geological survey	18	.....	13
examiner, patent office	50	.....	50
of mechanical drawings .....	.....	1	1
of drawings, patent office .....	.....	1	1
's clerk, patent office	9	32	41
al draughtsman	4	.....	4
examiner, bureau of pensions	12	.....	12
examiner, bureau of pensions	7	.....	7
examiner, bureau of pensions*	239	.....	239
tural draughtsman	1	.....	1
per	48	4	52
of topographical drawings	1	.....	1
nd German languages	1	3	4
nd proof-reader, army signal office	1	.....	1
aval clerk	1	.....	1
r and microscopy	1	.....	1
rench, and German languages .....	.....	1	1
rofessor, army signal office	1	.....	1
.....	51	1	52
science	1	.....	1
ience and affairs	1	.....	1
l-limited, army signal office† .....	.....	11	11
science, War Department	3	.....	3
apher	1	.....	1
ader and reviser	1	.....	1
ader	7	.....	7
avian languages .....	.....	2	2
and German languages	1	.....	1
partment	8	.....	8
apher	3	.....	3
apher and type-writer	7	.....	7
pher	4	.....	4
aphical draughtsman	2	2	4
riter	17	13	30
se meteorological expert	1	.....	1
otal	1,095	171	1,266

† The special pension examiners were apportioned by the Secretary of the Interior under rule No. 4.

apportioned by the commission.

Appointments to the classified departmental service from classes of examinations for that service.

2. The number of appointments to the classified departmental service, made during the period covered by this report, from each of what may be called the several classes of examinations that have been provided by the commission for that service, was as follows:

TABLE 20.—Showing the number of appointments made from the several classes of examinations for the classified departmental service held during the following periods: January 16, 1836, to January 15, 1887; January 16, 1887, to June 30, 1887; January 16, 1888, to June 30, 1887; July 16, 1883, to June 30, 1887.

Kind of examinations.	Male.	Female.	Total.
<i>January 16, 1886, to January 15, 1887.</i>			
From the general (clerk) examination.....	140	2	
From the limited (copyist) examination.....	29	20	
From the abridged limited examination.....		6	
From the supplementary examinations.....	42	30	
From the special examinations.....	122	1	
Total.....	333	59	
<i>January 16, 1887, to June 30, 1887.</i>			
From the general (clerk) examination.....	25	1	
From the limited (copyist) examination.....	24	16	
From the abridged limited examination.....		5	
From the supplementary examinations.....	26	9	
From the special examinations.....	44	5	
Total.....	119	36	
<i>January 16, 1886, to June 30, 1887. Summary of two preceding periods.</i>			
From the general (clerk) examination.....	165	3	
From the limited (copyist) examination.....	53	36	
From the abridged limited examination.....		11	
From the supplementary examinations.....	68	39	
From the special examinations.....	166	6	
Total.....	452	95	
<i>July 16, 1883, to June 30, 1887.</i>			
From the general (clerk) examination.....	485	15	
From the limited (copyist) examination.....	110	81	
From the abridged limited examination.....		11	
From the supplementary examinations.....	105	55	
From the special examinations.....	395	9	
Total.....	1,095	171	1.

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3. The number of appointments to the classified departmental service during each of the periods covered by the several reports of the commission was as follows:

—Showing number of appointments made to the classified departmental service during the several periods covered by the reports of the commission.

Periods.	Appointed by the commission.	Not appointed by the commission.	Total.
3, to January 15, 1884, both inclusive.....	48	.....	48
1884, to January 15, 1885, both inclusive.....	342	96	438
1885, to January 15, 1886, both inclusive.....	171	68	239
1886, to January 15, 1887, both inclusive.....	367	25	392
1887, to June 30, 1887, both inclusive.....	156	6	162
.....	1,078	188	1,266

A statement of the number of persons who have been "separated" from the classified service by resignation, and death cannot be made. The rules do not require a report of the removal, resignation, or death of any appointed upon certification by the commission. A statement before be made of the number of those who have been appointed registers of the commission or of boards of examiners, and have resigned, and have died.

The following tables show the number of such "separations" from the classified departmental service:

—Showing number of separations from the classified departmental service from July 16, 1883, to June 30, 1887, both inclusive.

Cause of separation.	From July 16, 1883, to January 15, 1884, inclusive.	From January 16, 1884, to January 15, 1885, inclusive.	From January 16, 1885, to January 15, 1886, inclusive.	From January 16, 1886, to January 15, 1887, inclusive.	From January 16, 1887, to June 30, 1887, inclusive.	Totals.
.....	1	6	31	6	11	45
.....	.....	12	19	22	14	67
.....	.....	2	6	4	1	14
.....	1	21	46	32	26	126
Non examiners appointed under special and 5:	.....	.....	.....	.....	.....	.....
.....	.....	.....	9	4	.....	13
.....	.....	.....	4	4	1	9
.....	.....	1	1	5	.....	7
.....	.....	1	14	13	1	29
.....	1	22	60	45	21	155

The total number of removals, including removals from the grade special pension examiner, was 58, of which number 6 were re-instate by which it appears that of the total number of persons appointed to the classified departmental service since the approval of the civil-service law in 1883, only 52 have been permanently removed. The total number resignations was 76, of which number 4 were reinstated. The total number of deaths was 21.

Separations from the classified customs and postal services.

Table 23 shows that the number of "separations" from the classified customs service during the period of January 1, 1886, to June 30, 1887, was 69, of which number 46 were by removal, 18 by resignation, and 5 by death. Table 24 shows that the number of "separations" from the classified postal service during the same period was 943, of which number 451 were by removal, 469 by resignation, and 23 by death.

THE CLASSIFIED CUSTOMS SERVICE.

APPOINTMENTS, REMOVALS, ETC.

During the period covered by this report, appointments to and separations from the classified customs service were as follows:

TABLE 23.—Showing the number of appointments, separations, etc., classified customs service, from January 1, 1886, to June 30, 1887, both inclusive.

Location of custom-house.	Appointments.								
	Clerks.	Store-keepers.	Inspectors.	Night-inspectors.	Weighers.	Gaugers.	Examiners.	Samplers.	Openers and packers.
Baltimore, Md	12	4	11	15	6	.....	2	.....	.....
Boston, Mass.....	21	2	6	15	14	.....	.....	1	.....
Burlington, Vt.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago, Ill.....	14	2	22	.....	3	2	2	.....	4
Detroit, Mich.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Orleans, La.....	19	3	5	.....	2	.....	2	.....	.....
New York, N. Y.....	96	21	94	52	3	.....	16	5	14
Philadelphia, Pa.....	3	.....	54	.....	14	1	4	.....	.....
Port Huron, Mich.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me.....	1	2	19	.....	1	.....	.....	.....	.....
San Francisco, Cal.....	6	5	18	24	10	.....	4	.....	.....
Total.....	172	29	229	106	54	3	21	6	18

TABLE 23.—Showing the number of appointments, separations, etc.—Continued.

Location of custom-house.	Separations.					Re-instated.	Selected for appointment but did not enter on duty.	Special or supplementary examinations.
	Removed before or at end of probationary period.	Removed after absolute appointment.	Died.	Resigned.	Total.			
ra, Md.		3			3			
Mass.	1	2	1	1	5	1		3
ton, Vt.								
, Ill.			1	1	2			
Mich.								
leans, La.	1			2	3			1
ark, N. Y.	3	10	3	10	26		3	15
phia, Pa.	3	1		1	5		3	6
ron, Mich.								
l, Mo.	10	1			17	5	1	
ncisco, Cal.	1	4		3	8		1	
al	25	21	5	18	69	6	7	25

CLASSIFIED POSTAL SERVICE.

APPOINTMENTS, REMOVALS,

During the period covered by this report, appointments to and separations from the classified postal service were as follows:

4.—Showing the number of appointments, separations, etc., classified postal service, from January 1, 1886, to June 30, 1887, both inclusive.

Location of postoffice.	Appointments.				
	Clerks.		Porters, fillers, stamp boys or junior clerks, and messengers.	Carriers.	Total.
	Male.	Female.			
N. Y.	8			7	15
e, Md.	106			175	281
Mass.	67		17	68	152
a, N. Y.	43			87	130
N. Y.	11			25	36
Ill.	31	7	234	191	463
ati, Ohio.	68	2	5	91	166
nd Ohio.	18			19	37
Mich.	18	8	21	39	86
rolls, Ind.	29			42	71
City, N. J.	2			5	7
City, Mo.	68	7		45	120
le, Ky.	7	1		15	23
cec, Wis.			1	10	11
rolls, Minn.	4			9	13
, N. J.	8	1		32	41
ven, Conn.	16	2	2	7	27
leans, La.	7		2	20	29

TABLE 24.—Showing the number of appointments, separations, etc.—Continued

Location of postoffice.	Appointments.				
	Clerks.		Porters, pilers, stamp boys or junior clerks, and messengers.	Carriers.	Total.
	Male.	Female.			
New York, N. Y.	112		188	278	
Philadelphia, Pa.	234	1		409	
Pittsburgh, Pa.	20	2		21	
Providence, R. I.	8	2		18	
Rochester, N. Y.	5			8	
Saint Louis, Mo.	7		12	73	
Saint Paul, Minn.		1	1	17	
San Francisco, Cal.	11		2	40	
Toledo, Ohio	5			4	
Washington, D. C.	44	1		22	
Total	957	35	485	1,777	

Location of postoffice.	Separations.				
	Removed before or at end of probationary period.	Removed after absolute appointment.	Died.	Resigned.	Total.
Albany, N. Y.				7	
Baltimore, Md.	21		2		
Boston, Mass.	14		1	20	
Brooklyn, N. Y.	4	6		21	
Buffalo, N. Y.	1			8	
Chicago, Ill.	24	74	4	67	
Cincinnati, Ohio	3	5		20	
Cleveland, Ohio	1			5	
Detroit, Mich.	1	2		17	
Indianapolis, Ind.	1	6		13	
Jersey City, N. J.		2		2	
Kansas City, Mo.	25	1	1	30	
Louisville, Ky.	5	5	1	8	
Milwaukee, Wis.	1				
Minneapolis, Minn.	3	1		2	
Newark, N. J.	1				
New Haven, Conn.	2	2		12	
New Orleans, La.				3	
New York, N. Y.	80	79	6	146	
Philadelphia, Pa.		58	3	37	
Pittsburgh, Pa.		10		28	
Providence, R. I.	1			4	
Rochester, N. Y.				1	
Saint Louis, Mo.		3	2	9	
Saint Paul, Minn.	1			3	
San Francisco, Cal.	6		1	15	
Toledo, Ohio					
Washington, D. C.		3		13	
Total	195	256	24	486	

TABLE 24.—Showing the number of appointments, separations, etc.—Continued.

Location of postoffice.	Re-instated.	Transferred from exempted to unexempted places.	Selected for appointments but did not enter on duty	Special or supplementary examinations.
N. Y.			2	
re, Md.				
Mass.	1		6	
n, N. Y.			2	
N. Y.			1	
, Ill.		1	29	1
sti, Ohio			20	
id, Ohio.			7	
Mich.			3	
polis, Ind.			6	
ity, N. J.			4	
City, Mo.			67	
le, Ky.			3	
kes, Wis.				
polis, Minn.			14	
, N. J.		1		
ven, Conn.		1	19	
icans, La.				
rk, N. Y.	1		108	
phia, Pa.				
gh, Pa.	1		8	
nce, R. I.			13	
er, N. Y.				
mis, Mo.			7	
al, Minn.			7	
ncisco, Cal.	1			
Ohio.				
gton, D. C.			8	1
al.	4	3	334	2

From the foregoing tables it is ascertained that, during the periods covered by the several reports of the commission, the number of applicants that were examined, the number of competitors that passed and that failed to pass, the percentage of failures, the number of eligibles that were appointed, and the percentage of appointments in the classified service in all its branches, were as follows:

TABLE 25.—Showing the percentage of failures in examinations for, and the percentage appointments to, the classified service during the several periods covered by the report of the commission.

Period.	Examined.	Failed.	Percentage of failures.	Passed.	Appointed.
<i>Departmental service.</i>					
July 16, 1883, to January 15, 1884.....	784	325	41.5	459	48
January 16, 1884, to January 15, 1885.....	2,276	938	41.2	1,338	432
January 16, 1885, to January 15, 1886.....	1,754	716	40.8	1,038	239
January 16, 1886, to January 15, 1887*.....	2,304	721	31.3	1,583	392
January 16, 1887, to June 30, 1887*	2,023	629	31.1	1,394	155
Total.....	9,141	3,329	36.4	5,812	1,266
<i>Customs service.</i>					
July 16, 1883, to January 15, 1884.....	817	351	43.0	466	69
January 16, 1884, to January 15, 1885.....	838	297	35.4	541	119
January 16, 1885, to January 15, 1886.....	1,735	692	39.9	1,043	169
January 16, 1886, to January 15, 1887.....	4,058	1,511	37.2	2,547	641
January 16, 1887, to June 30, 1887					
Total.....	7,448	2,851	38.3	4,597	998
<i>Postal service.</i>					
July 16, 1883, to January 15, 1884.....	1,941	822	42.3	1,119	372
January 16, 1884, to January 15, 1885.....	3,233	971	30.0	2,262	1,249
January 16, 1885, to January 15, 1886.....	4,113	1,160	28.2	2,953	1,473
January 16, 1886, to January 15, 1887.....	7,467	2,245	30.1	5,222	3,254
January 16, 1887, to June 30, 1887					
Total.....	16,754	5,198	31.0	11,556	6,348
<i>Summary.</i>					
July 16, 1883, to January 15, 1884.....	3,542	1,498	42.3	2,044	489
January 16, 1884, to January 15, 1885.....	6,347	2,206	34.8	4,141	1,800
January 16, 1885, to January 15, 1886.....	7,602	2,568	33.8	5,034	1,881
January 16, 1886, to January 15, 1887.....	15,852	5,106	32.2	10,746	4,442
January 16, 1887, to June 30, 1887					
Total.....	33,343	11,378	34.1	21,965	8,612

* Owing to the form in which statistics have been furnished, it is not possible to make this distinction in the customs and postal services.

In the foregoing statement concerning appointments, reference has more than once been made to apportionment required by law; and it is therefore deemed advisable to state in this connection the manner in which the required apportionment was made and is maintained.

Appointments made to the classified customs and postal service are not apportioned. No attention is paid to the state residence of applicants for admission to either of these branches of the classified service.

But appointments to the classified departmental service must be apportioned among the several states and territories and the District

Columbia. This is required by section 2, third paragraph, of the civil-service act, which is as follows:

Third. Appointments to the public service aforesaid in the departments at Washington shall be apportioned among the several states and territories and the District of Columbia upon the basis of population as ascertained at the last preceding census.

The commission was thus required to make an assignment to each state and territory and to the District of Columbia of its just share of appointments to the classified departmental service, and this apportionment had to be determined upon the basis of the population of each state and territory and the District of Columbia as ascertained at the census of 1880.

One of the first questions that demanded the consideration of the commission was: "How can the apportionment of appointments required by section 2 of the civil-service act be made?"

At first the commission decided to follow the apportionment of representatives in the lower house of Congress, which is also based upon population as ascertained at the last preceding census; but finally it was determined to make the apportionment required upon the basis of, as nearly as possible, one thousand appointments; which was done in the following manner:

The population of the United States was, by the census of 1880, 50,155,783. By dividing this number by the number of appointments taken as a basis (1,000) it was found that for every 50,155.783 inhabitants 1 appointment would be allotted. Accordingly the number of inhabitants of each state, etc., was divided by this number, and the quotient showed the number of appointments to which each, under such an apportionment, would be entitled. These calculations also showed that in an apportionment of 1,000 appointments thus made, each state, etc., excepting four of the territories, would be entitled to one or more appointments, and, in addition thereto, to what may be called a fractional appointment. In other words, these calculations showed that the population of no state, etc., could be divided by 50,155.783 with a resulting quotient that could be expressed by a whole number. In every such quotient there was a fraction, and this fraction represented a fractional appointment to which, under such an apportionment, each state, etc., would be entitled. An exact apportionment of 1,000 appointments was thus ascertained to be impossible. Consequently when, in dividing the population of a state, etc., by 50,155.783, the fraction in the quotient was more than .50, the fraction was considered as 1, and was added to the whole number in the quotient, and the sum was set down as the number of appointments, thus determined as nearly as possible, to which such state would be entitled in every 1,000 appointments. But, when in such division the fraction in the quotient was .50 or less, the fraction was not considered, and the whole number in the quotient was set down as the number of appointments, thus determined as nearly as possible, to which such state,

etc., would be entitled in every 1,000 appointments. But it was tained that even by this process an exact apportionment could made upon the basis of 1,000 appointments. Each of four territc Arizona, Montana, Idaho, and Wyoming—were by these calcul shown to be entitled to only a fractional appointment in every appointments. The calculations also showed that if two were to the number of appointments taken as a basis (1,000), 1 appoi could be assigned to each of these territories as its equitable sl every 1,002 appointments. This was done, and thus the determi was arrived at that in every 1,002 appointments each state, etc., have the number of appointments set opposite its name in the fol table, and this apportionment of 1,002 appointments was decide the apportionment of appointments required by section 2 of th service act :

TABLE 26.—*Showing the apportionment of appointments made under the require section 2, third paragraph, of the civil-service law.*

States, territories, and the District of Columbia.	Population, census of 1880.	Appoint-ments in 1,000. (Pop-ulation divided by 50,155.783.)	Apportion-ment made by the commis-sion.	Value appo in eac other etc., pared value appoi in Ne
1. New York	5, 082, 871	101. 3417	101	
2. Pennsylvania	4, 282, 891	85. 3918	85	
3. Ohio	3, 198, 062	63. 7626	64	
4. Illinois.....	3, 077, 871	61. 3662	61	
5. Missouri	2, 168, 380	42. 2329	42	
6. Indiana	1, 978, 301	39. 4431	39	
7. Massachusetts	1, 783, 085	35. 5509	36	
8. Kentucky.....	1, 648, 690	32. 8714	33	
9. Michigan	1, 636, 937	32. 6370	33	
10. Iowa.....	1, 624, 615	32. 3914	32	
11. Texas.....	1, 591, 749	31. 7361	32	
12. Tennessee	1, 542, 359	30. 7514	31	
13. Georgia.....	1, 542, 180	30. 7478	31	
14. Virginia	1, 512, 565	30. 1573	30	
15. North Carolina.....	1, 399, 750	27. 9081	28	
16. Wisconsin	1, 315, 497	26. 2282	26	
17. Alabama	1, 262, 505	26. 1717	26	
18. Mississippi	1, 131, 597	22. 5616	23	
19. New Jersey.....	1, 131, 116	22. 5521	23	
20. Kansas	996, 096	19. 8600	20	
21. South Carolina.....	995, 577	19. 8497	20	
22. Louisiana	939, 946	18. 7405	19	
23. Maryland	934, 943	18. 6408	19	
24. California.....	864, 694	17. 2402	17	
25. Arkansas	802, 525	16. 0006	16	
26. Minnesota	780, 773	15. 5670	16	
27. Maine.....	648, 936	12. 9384	13	
28. Connecticut	622, 700	12. 4153	12	
29. West Virginia	618, 457	12. 3307	12	
30. Nebraska.....	452, 402	9. 0199	9	

TABLE 26.—*Showing the apportionment of appointments, etc.—Continued.*

States, territories, and the District of Columbia.	Population, census of 1880.	Appointments in 1,000. (Population divided by 50,155.783.),	Apportionment made by the commission.	Value of one appointment in each of the other states, etc., as compared with the value of one appointment in New York.
New Hampshire	346,991	6.9183	7	14.43
Mont	332,286	6.6251	7	14.43
ode Island	276,531	5.5134	6	16.83
orida	269,493	5.3731	5	20.20
lorado	191,327	3.8745	4	25.25
istrict of Columbia	177,624	3.5414	4	25.25
regon	174,768	3.4845	3	33.67
laware	146,608	2.9231	3	33.67
ah Territory	143,963	2.8703	3	33.67
kota Territory	135,177	2.6951	3	33.67
w Mexico Territory	119,565	2.3839	2	50.50
ashington Territory	75,116	1.4977	1	101.00
vada	62,266	1.2415	1	101.00
izona Territory	40,440	.8063	1	101.00
ntana Territory	39,159	.7807	1	101.00
ho Territory	32,610	.6502	1	101.00
oming Territory	20,789	.4145	1	101.00
Total	50,155,783	1,000.0000	1,002	.....

difficulties in equitably maintaining the apportionment indicated above table may be explained.

re have been provided for admission to the classified departmental e a great many examinations, all of which must be considered in relation to this question.

general (or clerk) examination: This examination is provided the following clause of Rule VII:

ie general examinations under the first clause of Rule VI for admission to the shall be limited to the following subjects: (1) Orthography, penmanship, and g. (2) Arithmetic—fundamental rules, fractions, and percentage. (3) Inter-count, and elements of book-keeping and of accounts. (4) Elements of the language, letter writing, and the proper construction of sentences. (5) Ele-of the geography, history, and government of the United States.

licants who pass this examination, at not less than 65 per cent. the first, second, and third subjects, thereupon become not only e to the grade of copyist, the highest salary in which grade is \$900 num, but also to the grade of clerk, and may be appointed in that to the \$1,000 class, or to the first (\$1,200) class, the second (\$1,400) the third (\$1,600) class, or the fourth (\$1,800 or more) class; but y no person is appointed from the register of eligible persons, is supplied by this examination, to a higher class than the \$1,000 and in not a few instances persons whose names are upon this r are with their consent appointed to the grade of copyist, at er annum.

The limited (or copyist) examination: This examination is provided under the following clause of Rule VII:

4. For places in which a lower degree of education will suffice, the commission may limit the examinations to less than the five subjects above mentioned; but no person shall be certified for appointment, under this clause, whose grading shall be less than an average of 65 per centum on such of the first three subjects or parts thereof as the examination may embrace.

Under this clause the commission has provided an examination limited to certain subjects and parts of subjects of the examination required by clause 1 of Rule VII. For the reason that this examination is limited to the first part and a portion of the second, fourth, and fifth parts of what is called the general examination, it is called the limited examination, and applicants who pass it at not less than 65 per cent. upon the first subject (orthography, penmanship, and copying), and the second subject (arithmetic—fundamental rules, fractions, and percentage), thereupon become eligible to the grade of copyist, the highest salary of which is \$900.

The names of the persons who pass either of these examinations are placed on what is called a register of eligibles, which register is divided into as many lists as there are states, etc., the names of all who have passed either examination as applicants from a particular state or territory or the District of Columbia being placed upon a list by themselves. Then, when the head of a department desires to fill a vacancy in either the grade of clerk or of copyist, and wishes only the qualifications tested by the general or the limited examination, the process by which he may do so is as follows: The apportionment of appointments having been made in the manner described above, New York, having the largest population, is entitled to the first appointment. The head of the department requests the commission to certify to him persons eligible to the grade of clerk. Upon receipt of this requisition the commission takes from the New York list the names of the four persons from that state who stand highest in grade on the general register and sends them to the officer who has made the requisition. From the four names thus certified to him the appointing officer selects one, and notifies the person answering to it that he has been selected for appointment. The appointing officer notifies the commission also of this selection, and the commission thereupon charges this appointment against the share of 101 appointments allowed to New York in every 1,002 appointments. Another vacancy occurring, certification is made in the same way of the names of eligible persons of Pennsylvania, the second state in the order of population; and that state then receives an appointment. Then Ohio; then Illinois; and then New York receives another appointment before Missouri receives one, because one appointment in Missouri is equal to 2.40 appointments in New York, and New York is consequently entitled to two appointments before Missouri or *any other state of less population* is entitled to one.

his process would, if there were no other than the general and
ted examinations, go on until each state had received, in its
etermined by population, the number of appointments appor-
o it. But there are other examinations which interfere with
arrange this methodical procedure. These are called supple-
r and special examinations, and are as follows:

he Department of State a special examination is held, and the
st of eligibles is certified to the secretary whenever a vacancy
filled in that department. He may therefore select for appoint-
y eligible, and can not be required to pay any attention to the
onment.

ie Department of the Interior the following special and supple-
r examinations are held :

Nature of official duties.	Examination.	Nature of official duties.	Examination.
Survey: Topographer ...	Special.	Patent office: Assistant examiner....	Special.
Pensions: Examiner.....	Special.	Assistant in the scien- tific library.	Do.
Medical examiner	Do.	Examiner's clerk	Supplementary.
Examiner	Do.	Mechanical draughtsman	Special.
Pharmacology	Supplementary to medical examiner.		

ie Department of the Navy, the following:

Nature of official duties.	Examination.	Nature of official duties.	Examination.
Meteorological ex-	Special.	Ship's returns clerk	Special.
Science and affairs....	Supplementary.	Expert naval clerk	Do.

ie Department of War, the following:

Nature of official duties.	Examination.	Nature of official duties.	Examination.
General's office: Medical science	Special.	Quartermaster-general's of- fice:	
.....	Do.	Architectural draughts- man.	Supplementary.
Medical office: Medical proof-reader....	Special.	Surgeon-general's office:	
Professor	Do.	Histology and micro- scopy.	Special.
Engineer's office: Graphical draughts-	Special.	Photography	Supplementary.
.....		War records' office:	
Quartermaster's office: Machine draughtsman.	Supplementary.	Proof-reader and reviser	Special.

For the Department of Agriculture, the following:

Nature of official duties.	Examination.	Nature of official duties.	Examination.
Assistant botanist	Special.	Botanical clerk	Special.
Assistant curator.....	Do.	Botanical microscopist.....	Do.
Assistant mycologist	Do.	Pomology	Do.
Botany	Supplementary.	Sericulture	Supplementary.
Botanical and bibliographi- cal subjects.	Do		

And the following examinations are held for the purpose of supplying eligibles to any department that may require technical knowledge or special skill, or knowledge of a language other than the English language, to test which examinations are respectively held:

Nature of official duties.	Examination.	Nature of official duties.	Examination.
Architectural draughtsman.	Special.	Law clerk	Supplementary.
Topographical draughtsman	Do.	Medical science	Do.
Mechanical draughtsman ...	Do.	Proof-reader	Do.
Book-keeper	Do.	Stenographer	Do.
Copyist of mechanical draw- ings.	Do.	Type-writer	Do.
Languages	Supplementary; Danish, Swedish, French, German, Spanish, and Ital- ian.	Telegrapher	Do.

When the head of a department makes requisition for persons who have passed one of these examinations, the commission certifies from the list supplied by that examination the names of the four eligibles highest in grade, and thus it frequently happens that at the time a certain state is entitled to an appointment in the order of its population the head of the department will appoint from a special or supplementary register an eligible who is a resident of another state of less population, or of a state that is not entitled, under the apportionment, to receive an appointment at that time. For illustration, suppose New York to be at a certain time entitled to an appointment which it would receive upon a requisition for a certification of eligibles from the general or the limited register; but the commission receives a requisition for a certification of eligibles from, for instance, the law-clerk register. The four highest graded law-clerk eligibles are, let us suppose, one from Iowa, one from Delaware, one from Missouri, and one from Pennsylvania. These are certified, and the Iowa eligible is selected. Thus New York is, because of her failure to supply the necessary qualifications called for by the requisition in question, prevented from receiving *an appointment due to her* under the apportionment made by the com-

mission. And Iowa, because of her ability to supply the qualifications required, receives an appointment out of the order determined by her population. This appointment is charged to Iowa, and when, in the process of making certifications from the general and the limited registers, that state is reached, it is passed over, and certification is made from the eligible persons of the state next to it in the order of decreasing population. Thus the disarrangement of the apportionment, occasioned by giving to a state an appointment out of order, is rectified.

In this way the commission is enabled to equitably maintain the apportionment of appointments required by law.

The method by which appointments have been apportioned among the several states, and by which that apportionment is maintained, is thus definitely stated for the purpose, in part, of justifying the opinion of the commission that to make and maintain an apportionment of appointments among the several congressional districts, as has been suggested and advocated in and out of Congress, would be unwise, if not impracticable.

It has been observed that for the purpose of maintaining the apportionment among the states, etc., the commission keeps, in addition to necessary special and supplementary registers, 47 lists of persons eligible as copyists, and 47 lists of persons eligible as clerks. Under an apportionment among the 325 congressional districts, 8* territories, and the District of Columbia, the commission would be required to keep, in addition to supplementary and special registers, 668 lists—two for each congressional district and territory and the District of Columbia, one of persons eligible as copyists, and one of persons eligible as clerks. And it would be necessary to supply each of such registers with eligibles; and this would necessarily require that a greater number of examinations should be held, which would result in multiplying the number of applicants much beyond the requirements of the service. As a result, a great majority of the applicants who would succeed in passing the examinations would be disappointed in their hope of receiving appointments, and would consequently raise an outcry against the law.

And nothing is more certain than that the advocates of the congressional district apportionment plan would be disappointed in their expectations. To make that plan effective, two apportionments would have to be made. In the first place, it would be necessary to apportion appointments among the states in the same way that they are now apportioned. Then the share allotted to each state would have to be apportioned among the congressional districts thereof. This having been done, appointments would be made in the following manner: The state of the greatest population would receive the first appointment; and, since congressional districts are presumed to be equal in population, the district numbered as the first would receive that appointment.

Objections to apportionment of appointments among congressional districts.

* The Indian Territory and Alaska are not counted.

The next appointment would be given to the first district of the next state in the order of decreasing population; and so on, each state and each district in its order. The last-numbered district of the smallest state would receive the last appointment in a number of appointments equal to the number of congressional districts. In 1886 only one hundred and thirty-five appointments were made from the general register from all the states, etc. Upon this yearly average of appointments a clerk would not be appointed from the smallest state until about two years and five months from the time the first-numbered district of the largest state had received an appointment. It is true that in the meantime other appointments would be made from the special and supplementary registers, but such appointments could not be made from the districts in their order. Many districts would fail to supply any applicants for many places requiring technical or peculiar knowledge or special skill, and all appointments to such places would be made from the districts supplying persons eligible to them. In this way it would become necessary to give to some of the districts in many of the states more appointments than they would be, under the apportionment, entitled to receive, and in a very short time the apportionment would consequently become disarranged beyond the possibility of rectification.

RESIDENCE.

It has been shown above that only with the greatest difficulty can the apportionment of appointments be equitably maintained; and it may be stated that one of the most perplexing questions relating to this subject is that of the residence of applicants for examinations.

New York being entitled, under the apportionment made by the commission, to 101 in every 1,002 appointments to the classified departmental service, it becomes necessary to ascertain who among the applicants for examination for that service are actual bona fide residents of that state. And, since each of the other states and every territory and the District of Columbia is, according to its population, also entitled to a certain number of appointments in every 1,002, it becomes necessary to ascertain the residence of every applicant. Accordingly each applicant is required to state under oath his actual bona fide residence. But not a few applicants are unable to determine definitely their residence, and some, without intention of deceiving either themselves or the commission, make themselves, upon a misapprehension of the meaning of the term "actual bona fide residence," applicants from states of which they are only temporary residents; while others, who are actual residents of a state or territory which has received under the apportionment as many appointments as for the time being it is entitled to receive, are tempted to make either ignorance of or doubt concerning the law of residence an excuse to be offered to conscience for claiming under oath actual bona fide residence *in states or territories* in which, in contemplation of law and in fact, *they have neither permanent nor temporary residence.*

its third report, repeating the language of its first and second reports, the commission said :

Each applicant must declare his actual bona fide residence, under oath, in his application paper. He does so under the peril of indictment for perjury for any false statement. The commission, as well as each commissioner, invariably declines to act as an adviser on this point. Very frequently some legal question is involved, and the commission can not undertake to construe the laws of all the states and territories of the Union on the subject, even if they could conduct a correspondence in relation to the facts of each case. Besides, they ought to remain uncommitted and to discharge their duty of bringing to the attention of the proper officer every case in which false statements may have been made in the application.

The question whether legal or mere temporary residence is intended arises under many laws as well as under so many others. The commission has assumed that legal residence is meant by the act. If mere present residence or place of sojournment should be treated as the intention of the act, an applicant might fix it in any state in which he might go and remain only a week, perhaps for the very purpose of gaining a fictitious residence.

The custom of officers of the government at Washington retaining or claiming for a legal residence in the states from which they came leads others not in government employ to suppose that they too may continue to claim a legal residence in the states in which they or their parents formerly lived, though they may long since have established permanent homes in the District of Columbia.

It is stated, the commission has assumed the actual bona fide residence required by the act to be legal residence; and the wisdom of its position in refusing to construe the laws of all the states and territories on the subject of residence, or to conduct a correspondence in regard to the facts in the case of each applicant, must be obvious. But the commission is constrained to call attention to certain universally-accepted positions in regard to residence, and is constrained to do this in the hope that persons who desire to make application for examination for the civil service, and who are in doubt on the question of residence, each, by consideration of the information thus furnished, be enabled intelligently name the state of which he is a legal resident.

Considering actual bona fide residence to mean legal residence, it follows that the actual bona fide residence of an applicant is what is known as domicile—the place where a person has his true, fixed, and permanent home, and to which, whenever absent, he has the intention of returning. Two things must concur to establish domicile: (1) The fact of residence; and (2) the intention of returning whenever absent therefrom. These two must exist, or must have existed, in combination. A prolonged, mere temporary absence, however long-continued, will not destroy domicile; for the law favors the presumption of a continuous domicile. Generally stated, original domicile continues until it is changed for another; but the mere taking up of residence is not sufficient to change domicile, which cannot be changed without intention to make it effective by being accompanied by acts in furtherance thereof; but any person, *sui juris*, may make a change of domicile at any time, and if it be a genuine change, with real intention of permanent residence, the purpose for which it was made will not affect the

right. It follows, that if a person leave his original residence with the intention of not returning, and adopt another residence with the intention of remaining, his first residence is lost; but if, in leaving his original residence, he does so with the intention of returning, such original residence continues in law, notwithstanding the absence of himself and family. If a man have two places of residence, occupying one during part and the other during another part, of the year, that will be esteemed his domicile which he himself selects or describes or desires to be his home, or which appears to be the center of his affairs, or where he votes or exercises the right or duty of a citizen. In this connection it may be stated that the place where a man's family resides is generally deemed his domicile; but it is otherwise if it be a place of temporary establishment for his family or for transient objects only. It may also be stated that, on marriage, a woman takes the domicile of the husband, and that under this rule the domicile of the husband is always the domicile of the wife.

It has been held by the courts that a citizen of one state may reside in another state for any length of time, and still retain his citizenship in the state from which he removed,* and that a person removing to Washington with his family for the purpose of holding an office under the federal government does not become a resident of the District of Columbia, but retains his legal residence in the state and at the place from which he removed.†

* In the case of *Evans vs. Davenport* (4 McLean, 576), the court held as follows: "A citizen of Michigan may reside in New York for any length of time and still maintain his citizenship in Michigan. A change of citizenship from one state to another is shown by the acts of the party. If he refrains from exercising the rights of a citizen of the state where he resides, and claims to be a citizen of the state he left, he does not lose his citizenship in such state."

† In the case of *Atherton vs. Thornton* (N. H. Reports, vol. 8, p. 178), it was submitted in evidence that defendant (Thornton) resided with his family and had his domicile in Merrimac, county of Hillsborough, previous to July, 1830, when he was appointed to an office in the Treasury Department, and went to the city of Washington, and in November following he removed his wife and one child (leaving one with his mother in Merrimac) to Washington, where he lived in a hired house until the summer of 1831, when, in consequence of the ill health of his wife, she and the child returned to his house in Merrimac, and there boarded with his mother. On the 1st of October, 1831, the defendant Thornton went to Merrimac, and on the 22d of November, same year, returned to Washington with his family, and kept house there until the 7th of September, 1832, when, on account of sickness in his family, he abandoned housekeeping, and his wife and children went to Newton, Conn., where they remained until September 1, 1833, when they returned to Washington, and they again commenced housekeeping there. In April, 1834, his family returned to Merrimac. Thornton had paid taxes in Washington during this time. He had often declared that he did not intend to make Washington his permanent residence, but that he intended to return to Merrimac. It was decided in this case that Thornton retained his domicile in Merrimac; Judge Parker holding that the domicile which Thornton had acquired at Merrimac had been retained, notwithstanding his personal residence with his family in Washington.

Case of Cunningham Hazlett vs. Jacob Hoover et al., reported in the court of com

In 1875 the house of representatives of Congress adopted a report of the judiciary committee of that body, upon the petition of William B. Brown and fifty-four others, asking for the passage of a law to protect employes of the United States in their right of franchise in the several states, notwithstanding their temporary absence in the discharge of their duties, in which report the committee said:

The committee entertains no doubt whatever that persons who come into the District of Columbia for temporary purposes merely, for discharge of duties of clerkships or other employment under the government, without any intention of abandoning their former places of residence, do not forfeit their former citizenship, but continue to be entitled to the full exercise of the right of franchise in the same manner as if they had not so come into the district.

AMENDMENTS OF THE RULES AND REG- ULATIONS.

Passing from further consideration of the action of the commission in preparing and supervising examinations and in certifying eligible persons for appointment to the classified service, attention is called to amendments of the rules, which, upon advice of the commission, were made during the period covered by this report.

Amendment of Rule XXII.

1. On April 12, 1886, Rule XXII was amended in an important particular. This rule, as approved by the President in 1884, provided that a person should not be transferred from one department to another unless he had been in the classified departmental service at least one year "immediately previous" to the time at which the transfer was to be made. On November 27, 1885, the rule was amended so as to require only six months of service immediately previous to the time of transfer. By the amendment of April 12, 1886, six months of consecutive service at any time after Jan-

mon pleas of Belmont county, Ohio. The plaintiff was a disbursing officer in the office of the auditor of the treasury for the Postoffice Department, and claimed a residence at Morristown, Ohio, where he resided prior to removing to Washington. He offered his ballot at the October election of 1868, and it was refused on the ground of non-residence. Suit was instituted against the judges of elections for damages. In charging the jury the court used the following language: "Plaintiff could not lose his residence in this county by the mere fact of removing to Washington, marrying a wife, and living or dwelling there with his family, if the removal was for temporary purposes, and it was not the intention to relinquish the former home and acquire a new one. The residence of a person in its legal sense is the place where he has his true, fixed, and permanent home, and to which, whenever he is absent, he has the intention of returning. It is not the mere fact of inhabitation in a place which makes it the residence, but is the fact, coupled with the intention, of remaining there." Verdict was rendered for the plaintiff.

In 1870 Edward Hodges, then a clerk in the Interior Department at Washington, was refused the right to register at his home in Michigan. He brought action for damages, and recovered a verdict; Judge Holt presiding.

In the case of *Jones vs. The Commonwealth of Pennsylvania* (2 Jones's Pa. Reports), Chief-Justice Gibson, one of the ablest jurists in the country, presiding, said: "A distinguished counsel who has argued in this case was not thought to have lost his residence by residing with his family as American minister near the court of St. Petersburg, and I think no greater consequence has ever been attributed to the residence of a federal officer in the District of Columbia."

uary 16, 1883, the date of the approval of the civil-service law, was made the period of service required for transfer.

Amendment of Rule IX.

2. On August 13, 1886, Rule IX was amended so as to require requests for blank forms of application for competitive examinations for admission to the several branches of the classified civil-service, and all applications for such examinations to be made as follows:

(1) If for the classified departmental service, to the United States Civil-Service Commission, at Washington, D. C.

(2) If for the classified customs service, to the civil-service board of examiners for the customs district in which the person desiring to be examined wishes to enter the customs service.

(3) If for the classified postal service, to the civil-service board of examiners for the postoffice at which the person desiring to be examined wishes to enter the postal service.

Before this amendment was made, persons desiring examination for the classified customs and postal services were required to apply to either the appointing or the nominating officer for blank forms of application for such examinations. In this way an opportunity was furnished to applicants belonging to the political party of which the appointing or the nominating officer was a member, to inform him of their political opinions and affiliations. And after each examination, as soon as the notices of standing had been given, each of the competitors who had passed would make haste to inform the officer of the general average he had obtained. Thus the officer became informed not only of the political opinions and affiliations of the eligibles, but also of their relative standing on the registers. Without intention of wrong-doing, appointing and nominating officers were sometimes, if not often, led into discriminations in favor of eligibles who were members of the political party to which they belonged, and into discriminations against competitors who were members of the political party to which those officers were opposed.

Under the rule as amended, the appointing or the nominating officer is no longer furnished, in an apparently legal manner, with information concerning eligibles that he should not possess. All applications for blank forms of application, and all applications for examination, must now be made to the board of examiners, and applicants have consequently no longer any good excuse for calling upon the nominating or the appointing officer.

Amendment of Rule IV.

3. On January 15, 1887, Rule IV was amended to read as follows:

RULE IV.

1. The Civil-Service Commission shall have authority to appoint the following named boards of civil-service examiners:

The central board. This board shall be composed of seven members, who shall be detailed from the departments in which they may be serving at the time of appointment, for continuous service at the office of the Civil-Service Commission. Under

the supervision of the commission, the central board shall examine and mark the papers of all examinations for entrance to the departmental service, and also such of the papers of examinations for entrance to either the customs or the postal service as shall be submitted to it by the commission. The commission shall have authority to require any customs or postal board to send the papers of any examination conducted by said board to be examined and marked by the central board. The persons composing this board shall be in the departmental service.

Special boards. These boards shall mark the papers of special examinations for the classified departmental service, and shall be composed of persons in the public service.

Supplementary boards. These boards shall mark the papers of supplementary examinations for the classified departmental service, and shall be composed of persons in the public service.

Local departmental boards. These boards shall be organized at one or more places in each state and territory where examinations for the departmental service are to be held, and shall each be composed of persons in the public service, residing in the state or territory in which the board is to act.

Customs boards. One for each classified customs district, to be composed of persons in the customs service in the district for which said board is to act. These boards shall conduct examinations for entrance to and promotions in the classified customs service.

Postal boards. One for each classified postoffice, to be composed of persons in the postal service at the postoffice for which said board is to act. These boards shall conduct examinations for entrance to and promotions in the postal service.

2. No person shall be appointed a member of any board of examiners named herein until after consultation by the Civil-Service Commission with the head of the department or office in which the person whom it desires to appoint is serving.

3. It shall be the duty of the head of any classified customs office, or classified postoffice, to promptly inform the Civil-Service Commission, in writing, of the removal or resignation from the public service, or of the death, of any member of a board of examiners appointed from his office. And, upon request of the commission, such officer shall state to the commission which of the persons employed in his office he regards as most competent to fill the vacancy thus occasioned, or any vacancy which may otherwise occur; and in making this statement the officer shall mention generally the qualifications of each of the persons therein named by him.

4. The duties of a member of a special, supplementary, local departmental, customs, or postal board of examiners shall be regarded as a part of the public duties of such examiner, and each examiner shall be allowed time during office hours to perform the duties required of him.

5. The Civil-Service Commission shall have authority to adopt regulations which shall (1) prescribe the manner of organizing the several boards of civil-service examiners herein named; (2) more particularly state the powers of each of said boards; and (3) specifically define the duties of the members thereof.

6. The Civil-Service Commission shall have authority to change, at any time, the membership of any of the above-named boards of civil-service examiners.

Before this rule was amended the board of departmental examiners was composed of fourteen members, three from the Department of the Treasury, three from the Department of the Interior, two from the Department of War, two from the Postoffice Department, one from the Department of the Navy, one from the Department of Agriculture; and two were clerks of the Civil-Service Commission.

The departmental members of the board were occasionally detailed for duty at the office of the commission. On three afternoons of each

week this board was expected to meet for the purpose of marking the papers of examinations that had been held for the departmental service; but only three or four of the members who were employed in the departmental service could be got together at one time in the performance of their duties as examiners, and the work of the board was therefore done in an unmethodical manner. As a consequence, a large number of unmarked examination papers accumulated, and the numerous demands of competitors to ascertain when they could learn of their success or failure in the examinations taken by them, added much to the labor of the clerical force of the commission, then, as now, too small to promptly or properly do absolutely necessary work. The commission therefore recommended the amendment of Rule IV so as to provide for a central board of examiners, to be composed of seven persons in the departmental service detailed for continuous service at the office of the commission, this board to take the place of the board of departmental examiners. Under the operations of this amendment the commission was enabled to speedily clear up arrearages on unmarked examination papers, and has succeeded in getting all such papers marked with reasonable promptness after each examination that has lately been held for the departmental service.

In several other respects Rule IV was at this time amended: (1) By providing specifically for special, supplementary, and local boards of examiners for the departmental service and for customs and postal boards; (2) by requiring the commission before appointing a member of any board of examiners, to consult with the head of the department or office in which the person desired as such member might be at that time serving; (3) by declaring the duties of a member of a special, supplementary, local departmental, customs, or postal board to be a part of the public duties of such examiners, and that each examiner should be allowed time during office hours to perform the duties required of him; (4) by authorizing the commission to prescribe the manner of organizing boards, to state their powers, and to define the duties of members thereof.

Amendment of Rules 4. On May 5, 1887, Rules IV, VI, XIX, and XXI were amended to read as follows:

RULE IV.

1. The commission may appoint boards of examiners as follows:

The central board. A board composed of seven members, who shall be detailed from the departments in which they are serving when appointed, for continuous service at the office of the commission. This board shall mark such papers of examinations for admission to the departmental, customs, and postal services as the commission may direct.

Departmental special boards. These boards shall mark such papers of special examinations for the departmental service as the commission may direct, and shall be composed of persons in the public service.

Departmental supplementary boards. These boards shall mark the papers of such supplementary examinations for the departmental service as the commission may direct, and shall be composed of persons in the public service.

Departmental promotion boards. One for each of the executive departments, of three members; and one auxiliary member for each bureau of the department for which the board is to act.

Departmental local boards. These boards shall be organized at one or more places in each state and territory where examinations for the departmental service are to be held, and shall each be composed of persons in the public service residing in the state or territory in which the board is to act.

Customs boards. One for each classified customs district, to be composed of persons in the customs service in the district for which said board is to act. These boards shall conduct examinations for entrance to and promotions in the classified customs service, and shall mark such of the examination papers for that service as the commission shall direct. They shall also conduct such departmental examinations as the commission may direct.

Postal boards. One for each classified postoffice, to be composed of persons in the postal service at the postoffice in which said board is to act. These boards shall conduct examinations for entrance to and promotions in the postal service, and shall mark such of the examination papers for that service as the commission may direct. They shall also conduct such departmental examinations as the commission may direct.

2. No person shall be appointed an examiner until after consultation by the commission with the head of the department or office in which the person whom it desires to appoint is serving.

3. It shall be the duty of the head of any classified customs office or postoffice to promptly give written information to the commission of the removal or resignation from the public service or of the inability or refusal to act of any examiner in his office. And, on request of the commission, such officer shall state which of the persons in his office he regards as most competent to fill the vacancy, and shall mention generally the qualifications of each person named by him.

4. The duties of an examiner shall be regarded as a part of his public duties, and each examiner shall be allowed time during office hours to perform the duties required of him.

5. The commission may adopt regulations which shall prescribe (1) the manner of organizing the boards of examiners, (2) the powers of each board, and (3) the duties of the members thereof.

6. The commission may create additional boards of examiners and may change the membership of any board, and boards of examiners shall perform such other appropriate duties as the commission may impose upon them.

RULE VI.

1. There shall be open, competitive examinations for testing the fitness of applicants for admission to the service. Such examinations shall be practical in their character, and, so far as may be, shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the branch of the service which they seek to enter.

2. And for the purpose of establishing in the classified service the principle of compulsory competitive examination for promotion, there shall be, so far as practicable and useful, such examinations of a suitable character to test the fitness of persons for promotion in the service; and the commission may make regulations, applying them to any classified department, customs office, or postoffice, under which regulations examinations for promotion shall be conducted and all promotions made; but until regulations made by the commission in accordance herewith have been applied to a classified department, customs office, or postoffice, promotions therein may be made upon any test of fitness determined upon by the promoting officer. And in any classified department, customs office, or postoffice in which promotions are made under examinations, as herein provided, the commission may, in special cases, if the exi-

gencies of the service require such action, provide non-competitive examinations for promotion.

RULE XIX.

There are excepted from examination the following: (1) The confidential clerk or secretary of any head of a department or office. (2) Cashiers of collectors. (3) Cashiers of postmasters. (4) Superintendents of money-order divisions in postoffices. (5) The direct custodians of money, for whose fidelity another officer is under official bond, and disbursing officers having the custody of money, who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier or teller. (6) Persons employed exclusively in the secret service of the government as translators, or interpreters, or stenographers. (7) Persons whose employment is exclusively professional; but medical examiners are not included among such persons. (8) Chief clerks, deputy collectors, deputy naval officers, deputy surveyors of customs and superintendents or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place without an examination under the commission, which examination shall not take place within six months after entering the service.

RULE XXI.

1. No person, unless excepted under Rule XIX, shall be admitted into the classified civil service from any place not within said service, without an examination and certification under the rules; with this exception, that any person who shall have been an officer for one year or more last preceding, in any department or office, in a grade above the classified service thereof, may be transferred or appointed to any place in the service of the same without examination.

2. No person who has passed only a limited examination, under clause 4 of Rule VII, for the lower classes or grades in the departmental or customs service, shall be appointed or be promoted within two years after appointment to any position giving a salary of \$1,000 or upwards without first passing an examination under clause 1 of said rule, and such examination shall not be allowed within the first year after appointment.

3. But a person who has passed the examination under said clause 1, and has accepted a position giving a salary of \$900 or less, shall have the same right of promotion as if originally appointed to a position giving a salary of \$1,000 or more.

4. The commission may at any time certify for a \$900 or any lower place in the classified service any person upon the register who has passed the examination under clause 1 of Rule VII, if such person does not object before such certification is made.

5. The provisions of this rule, relating to promotions, shall cease to be operative in any classified department, customs office, or postoffice, when regulations for promotion have been applied thereto by the commission under the authority conferred by clause 2 of Rule VI.

The most important of the amendments thus made to Rule IV authorized the appointment of a board of promotion for each of the departments. The provision relating to the central board was amended so as to authorize the commission to specify the papers of the examinations for admission to the classified service that should be marked by this board. The provision relating to special and supplementary departmental boards was amended so as to authorize the commission to specify the papers of special and supplementary departmental examinations that should be marked by such boards. The paragraphs relating to customs and postal boards were amended so as to make it the

of those boards to mark examination papers of applicants for admission to those branches of the classified service. Paragraph 6 was amended so as to authorize the commission to create boards additional to those provided for, and at its discretion to add to the duty of examiners. The other amendments of Rule IV were verbal alterations only, and did not change the meaning of the rule.

By the amendment of Rule VI, clause 2, the commission was authorized to make and enforce regulations under which fitness for promotion might be determined by examination. The purpose of this amendment can be explained only by a full statement of the reasons that seemed to render it necessary in order to give effect to the provision of the civil-service law that there can be no legal promotion in the classified service until the person to be promoted has passed an examination to test his fitness for the place or class to which the promotion is to be made, or until he has been shown to be specially exempted from such examination. Such a statement is hereinafter made in explanation of action that has been taken by the commission in relation to promotions.

Rule XIX was amended by striking out the words:

Promotions may be made without examination in offices where examinations for promotion are not now held, until rules on the subject shall be promulgated.

Rule XXI was amended by adding the following clause:

5. The provisions of the rule relating to promotions shall cease to be operative in any classified department, customs office, or postoffice, where regulations for promotion have been applied thereto by the commission under the authority conferred by clause 2 of Rule VI.

This amendment and the amendment of Rule XIX were rendered necessary by the amendment of Rule VI in relation to examinations for promotion.

Amendments of the regulations.

No other amendments of what are known as the "Amended Civil-Service Rules" were made during the period covered by this report; but the regulations were amended in many particulars. These amendments are stated in detail in the answer made by the commission to the senate resolution of July 22, 1886, which is published in the appendix hereto.*

PROMOTION REGULATIONS.

As stated above, no other amendments of the rules than those specified were made during the period covered by this report, but the regulations governing promotions in the customs service of New York, promulgated by President Cleveland on January 4, 1887, were in effect an important addition to those rules, and led to the amendments, that relate to promotions, of Rules IV, VI, XIX, and XXI, of May 5, 1887, to

* See "Report of the Civil-Service Commission in reply to Senate resolution of July 2, 1886, in regard to the Civil-Service Rules and Regulations, and action thereon;" Appendix, Part II, Exhibit 2.

which attention has just been called. These regulations, as submitted by the commission and approved by the President, were as follows:

Regulations governing promotions in New York custom house.

Regulation 1. The board of examiners at the New York customs district may at any time, with the approval of the Civil-Service Commission, order an examination for promotion, and, at least five days before the examination is to take place, shall cause a notice to be posted conspicuously in the office for which such examination is to be held; and shall state in said notice the class or classes to test fitness for promotion to which the examination is to be held, and the time and place of examination. Promotions shall be from class to class, and the examination of persons in one class shall be to test their fitness for promotion to the next higher class: *Provided, however,* That if in any examination for promotion the competitors in the next lower class shall not exceed three in number, the board may, at its discretion, open the competition to one or more of the classes below the class in which there are not more than three competitors. All persons in the class immediately below the class to which promotions are to be made, and who have been in said class at least six months, must be examined for promotion.

Regulation 2. The examination must be held upon such subjects as in the opinion of the board of examiners, with the approval of the commission, the general nature of the business of the office, and the special nature of the positions to be filled, may require. In grading the competitors, due weight must be given to the efficiency with which the several competitors shall have performed their duties in the office; but none who shall fail to attain a *minimum* standard of 75 *per centum* in the written examination shall be certified for promotion.

Regulation 3. The whole list of eligibles from which the promotion is to be made shall be certified to the nominating officer.

Regulation 4. Any person employed in any of the offices to which these regulations apply may be transferred without examination, after service of six months consecutively since January 16, 1883, from one office to a class no higher in another office, upon certification by the board of examiners that he has passed an examination for the class in which he is doing duty, and with the consent of the heads of the respective offices and the approval of the Secretary of the Treasury.

Regulation 5. The Civil-Service Commission may at any time amend these regulations or substitute other regulations therefor.

Promotion upon examination.

The events and considerations which induced the adoption of the regulations governing promotions in the New York customs district, and the amendments of Rules IV, VI, XIX, and XXI in relation to promotions, and, finally, of the regulations governing promotions in the classified departmental service, can be satisfactorily explained in no other way than by a narration of those events and a statement of those considerations; and to such a narration and statement attention is therefore invited.

Section 7 of the civil-service act provides as follows:

Eligibility to a place by promotion must be determined by examination.

SEC. 7. That after the expiration of six months from the passage of this act no officer or clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereunder pursuant to said rules [authorized by section 2], until he has passed an examination, or is shown to be specially exempted from such examination in conformity herewith.

The above-quoted provision of the civil-service act went into effect on July 16, 1883, and on that date it became law that no person in the classi-

vice could be promoted until after he had passed an appropriate examination, or it had been shown that he was exempt therefrom. It presently becomes necessary to determine who are exempt from examination for promotion. It will be observed that no classified clerk employed, who is not *especially* exempted in conformity with the provisions of the act, can legally be promoted without examination. In other words, exemption from examination for promotion can not be general by any regulation made by the commission, or by any promulgated by the President. The general rule is that to be eligible for promotion to any class or place the applicant must have passed successfully an examination provided for the purpose of testing fitness for that class or place.* The exception to this rule is that certain persons may be specially exempted from such examination in conformity with the provisions of the civil-service act of 1883. By what authority, it may be asked, are such special exemptions to be determined? The commission can not determine them, and it follows that only the President can do so. It also follows that the declaration of this determination, a statement of exceptions from promotion-examinations, must be made in connection with the rules the President is authorized by section 1752 of the civil-service act, and by section 1753 of the Revised Statutes, to prepare and promulgate.

Section 2, Rule VI, as promulgated by the President on May 7, 1883, follows:

There shall be competitive examinations of a suitable character to test the fitness of persons for promotion in the service.†

Originally this provision of the rules imposed upon the commission the duty of providing competitive examinations for promotion, as in its original operations clause 1 of Rule VI has imposed upon it the duty of providing such examinations for admission to the service. But the commission was relieved of this apparent duty by another provision of the rules. And indeed it was thus relieved of the duty of providing competitive or pass examinations for promotion. This relief was effected by a provision of Rule XIX, as follows:

Promotions may be made without examination in offices where examinations for promotion are not now made, until rules on the subject shall be promulgated.

At the time this rule was approved promotions were made without examination in every department excepting the Department of the Interior, in every customs district excepting that of New York, and in every postoffice. Therefore, if we construe the word "offices," as used in the provision of Rule XIX above quoted, to mean the classified offices of the departments as well as the classified customs offices and

Opinion of Attorney-General, Appendix, Part III, Exhibit 1.

Clause of Rule VI was amended November 7, 1882, to read as follows:

There shall, as far as they may be deemed useful, competitive examinations of a suitable character to test the fitness of persons for promotion in the service.

the classified postoffices, and the word "rules" to mean rules prepared and promulgated by the President, it will appear that the civil-service rules promulgated on May 7, 1883, did, in a strangely contradictory manner, direct the commission to prepare competitive examinations for promotion, and at the same time authorized promotions to be made without examination in every classified department except the Department of the Treasury, in every classified customs district except that of New York, and in every classified postoffice without exception. If it may be said that the word "rules" meant rules that might have been made by the commission, there would, upon a consideration of section 7 of the civil-service act and of Rules VI and XIX, still be apparent a strange contradiction of provisions in relation to examinations for promotion. By section 7 no person not specially exempted could be promoted until he had been examined, and by clause 2 of Rule VI no person could be promoted without *competitive* examination; but by Rule XIX promotions without examination were authorized in nearly every part of the service.

Why promotion regulations were not sooner adopted.

The authority for the provision of Rule XIX, which in effect exempted from examination for promotion all persons in nearly all parts of the classified service, is not apparent; but good reasons are apparent for the failure of the commission to prepare a scheme for the regulation of promotions by examination and to have it incorporated into the rules or the regulations. In the first report of the commission the following statement was made:

The exception of examinations for promotion requires farther notice. The need of caution in making the great changes which a new system involved, together with the fact that the commission had too much work at the outset, were perhaps in themselves adequate reasons for not dealing at once with the difficult subject of promotions.

In its second report the commission said:

In its first report the commission considered this important subject [of promotion by examination] in reference both to its necessities and its principles. The observations of another year have shown more conclusively the need of interposing some examination or tests, both to secure to the most meritorious their proper claims to advancement as opportunities occur, and also to shut out the solicitations and influence of outside parties from securing or attempting to secure promotions without merit.

And in this connection the commission added:

It has become obvious that, notwithstanding the difficulty of devising a system which shall give merit its just reward, and shall yet leave the appointing officer his full right and responsibility for his office, some rules upon the subject [of promotion by examination] ought to be promulgated at the earliest day practicable.

The commission's work has been so exacting during the past year that, contrary to its expectations, it has not been possible for it up to this time to treat the subject of promotions practically.

In the third report of the commission repetition was made of the necessity of rules providing for and regulating examinations for promotion, and the reasons of failure to provide such rules were again stated.

It will be observed that notwithstanding the importance attached to the matter of promotions made by examination as required by section 7 of the civil-service law, the commission could not, because of the exacting character of the work imposed upon it by the law and the rules, give to the subject the time necessary for its due deliberation. And considerations of much weight restrained the commission from hasty action on the subject. "The need of caution," said the commission in its first report, "in making the great changes which a new system involved, together with the fact that the commission had too much work at the outset, were perhaps in themselves adequate reasons for not dealing at once with the difficult subject of promotions."

All the difficulties by which the commission was beset at the time of its organization still embarrass and retard it in efforts to give effect to the law, and to adapt the new system to all the multifarious necessities of the executive civil-service, so that it will supply superior qualifications for every class and place. But, notwithstanding these besetting difficulties, the commission has, within the time covered by this report, considered the subject of promotion by examination, and has, under authority conferred by the regulations governing promotions in the customs service in the city of New York, quoted above, assumed supervision of promotions in that customs district, and has also prepared promotion regulations for the departmental service.

The assumption by the commission of supervisory powers over the examinations for promotion in the New York custom-house was the result of an inquiry concerning the administration of the civil-service law and rules in that district, made by Commissioner Oberly under an order of the commission dated December 9, 1886. Under this order several important matters were inquired into, one being that of promotion.*

History of promotion by
examination at the port
of New York.

At the time the civil-service law went into effect, examinations to test fitness for promotion were in force in the customs district of New York. They

were conducted under regulations governing appointments and promotions in the customs service and the sub-treasury of that city. These regulations, as well as rules and regulations providing examinations to test fitness for admission to the departmental service at Washington, were the result of legislation by Congress, approved March 4, 1871, entitled "An act making appropriations for sundry civil expenses of the government for the fiscal year ending June 30, 1872, and for other purposes." Section 9 of that act provided as follows:

That the President of the United States be, and he is hereby, authorized to prescribe such rules and regulations for the admission of persons into the civil-service of the United States as will best promote the efficiency thereof, and ascertain the fitness of each candidate in respect to age, health, character, knowledge, and ability for the branch of the service into which he seeks to enter; and for this purpose the President

* New York customs district. Inquiry concerning the administration of civil-service law and rules; report under order of December 9, 1886, Appendix, Part II, Exhibit 1.

is authorized to employ suitable persons to conduct such inquiries, to prescribe the duties, and to establish regulations for the conduct of persons who may receive appointments to the civil-service.

On December 18, 1871, the "suitable persons" * employed by the President under this authority reported to him what were entitled "Rules and regulations for the civil-service." These rules and regulations were promulgated on December 19, 1871, and were ordered into effect January 1, 1872.

The commission thus convened by President Grant was continued before him as a primary advisory board; and, acting as such, it made the groupings contemplated by the second of those rules and regulations,† as follows:

* The commission appointed under this section by President Grant was composed of the following gentlemen: George William Curtis, Alexander G. Cattell, Joseph Medill, Dawson A. Walker, E. B. Elliott, Joseph H. Blackfan, and David C. Cox.

† Rules and regulations for the purpose of reforming the civil-service, promulgated December 19, 1871, Appendix, Part I, Exhibit 11.

‡ The grouping of custom-house employes made by the advisory board was as follows:

OFFICES OF COLLECTOR AND SURVEYOR.

GROUP A.—(1). Deputy collectors.

(2). Deputy surveyors, weighers, and clerks whose annual salary is \$2,500 or more.

(3). Gaugers and clerks whose annual salary is \$2,000 or more but less than \$2,500.

(4). Clerks whose annual salary is \$1,800 or more but less than \$2,000.

(5). Clerks whose annual salary is \$1,600 or more but less than \$1,800.

(6). Inspectors and clerks whose annual salary is \$1,200 or more but less than \$1,600.

B.—Night inspectors and clerks whose annual salary is less than \$1,200.

NAVAL OFFICE.

GROUP A.—(1). Deputies.

(2). Clerks whose annual salary is \$2,500 or more.

(3). Clerks whose annual salary is \$2,000 or more but less than \$2,500.

(4). Clerks whose annual salary is \$1,800 or more but less than \$2,000.

(5). Clerks whose annual salary is \$1,600 or more but less than \$1,800.

(6). Clerks whose annual salary is \$1,400 or more but less than \$1,600.

(7). Clerks whose annual salary is \$1,200 or more but less than \$1,400.

B.—Clerks whose annual salary is less than \$1,200.

OFFICE OF THE APPRAISER OF MERCHANDISE.

GROUP A.—(1). Assistant appraisers.

(2). Examiners and clerks whose annual salary is \$2,200 or more.

(3). Examiners and clerks whose annual salary is \$2,000 or more but less than \$2,200.

(4). Examiners and clerks whose annual salary is \$1,800 or more but less than \$2,000.

(5). Clerks, weighers, and samplers whose annual salary is \$1,600 or more but less than \$1,800.

(6). Clerks, weighers, and samplers whose annual salary is \$1,400 or more but less than \$1,600.

(7). Clerks, weighers, and samplers whose annual salary is \$1,200 or more but less than \$1,400.

B.—Clerks, weighers, and samplers whose annual salary is less than \$1,200, and openers and packers.

prepared "Regulations governing appointments and promotions in the customs service, and the sub-treasury in the city of New York."* On August 7, 1872, the Secretary of the Treasury promulgated these regulations, and directed that all appointments and promotions, made after that date to positions falling within the operations of the rules and regulations for the civil-service in the offices included in the grouping made by the advisory board, should be made in accordance with the results of public competitive examinations conducted in the manner prescribed by the regulations.

In March, 1875, Congress having failed to make an appropriation for continuing this supervisory board provided for by the rules approved December 19, 1871, and in force January 1, 1872, President Grant discontinued the attempt made under those rules to reform the civil-service, and directed that appointments should thereafter be made in the manner provided by section 164 of the Revised Statutes.† By this order competitive examinations for admission and promotion under the rules of 1872 were discontinued in the departments and in the New York customs district. Promotions in that district were thereafter

* The regulations relating to promotions were as follows:

XIV. Whenever the head of an office shall notify the board of examiners for such office that a vacancy, which he desires to fill, exists in any grade above the lowest, not excepted from the rules and regulations for the civil-service, the board will fix a time for holding an examination for the purpose, and, at least five days before the same is to take place, will cause a notice to be posted in a conspicuous place in the office stating the grade and group of the vacancy, the date of the examination, and that the vacancy is to be filled by competitive written examination of applicants from other grades of the group, if any such applicants shall be found competent.

XV. The examination will be held upon the general subjects fixed for examinations for admission to the lowest grade of the group, and upon such other subjects as the general nature of the business of the office and the special nature of the position to be filled may seem to the board of examiners to require. Due weight will be given to the efficiency with which the several candidates shall have previously performed their duties in the office; but no one who shall fail to pass the minimum standard of 60 per centum in the written examination will in any case be certified for appointment.

XVI. If no applicants from within the group shall be found competent, an examination will be held of all who shall make application in accordance with the regulations governing applications for admission to the office, after due public notice by the head of the office. The examination will be conducted in accordance with the provisions for admission to the office, as required by the fourth rule for the civil-service, promulgated December 19, 1871, but the nature of the examination will be the same as in any previous examination for the same vacancy.

XVII. The list of names from which the appointment is to be made will be prepared and certified in the manner provided for admission to the lowest grade.

†SEC. 164. No clerk shall be appointed in any department in either the four classes above designated, until he has been examined and found qualified by a board of three examiners, to consist of the chief of the bureau or office into which such clerk is to be appointed, and two other clerks to be selected by the head of the department.

"The four classes above designated" are designated by section 163 as follows:

SEC. 163. The clerks in the departments shall be arranged in four classes, distinguished as the first, second, third, and fourth classes.

made without examination until March 6, 1879, when the regulations governing appointments and promotions in the customs service and sub-treasury in the city of New York, in effect on January 1, 1872, were after being amended in several particulars, revived by the President. These regulations were again amended by the President on January 13, 1880. They provided for competitive examinations for admission to the customs service. The regulations that referred to promotions were as follows:

XIV. Whenever the head of an office shall notify the board of examiners for such office that a vacancy which he desires to fill exists in any grade above the lowest, not excepted from the rules and regulations for the civil-service, the board will fix a time for holding an examination for the purpose, and, at least five days before the same is to take place, will cause a notice to be posted in a conspicuous place in the office, stating the grade and group of the vacancy, the date of the examination, and that the vacancy is to be filled by a competitive examination of applicants from the next lower grade, unless none in such lower grade be found qualified, when those in the next lower grade may compete, or if there then be none in any of the lower grades qualified, competition will be open to applicants. In any examination for promotion, if the competitors from the next lower grade shall not exceed three in number, the board may, at its discretion, open the competition to the next lower grade, or below, as they may deem best; and furthermore, if such promotion would probably occasion vacancies requiring other promotions, the board may combine in one the necessary examinations for such promotions. No person who has been examined in any grade for promotion and failed to receive such promotion shall again be admitted to examination within six months, but in the mean time, his general average, as ascertained by said examination, may be brought into competition as provided in Regulation XI.*

XV. The examination will be held upon the general subjects fixed for examination for admission to the lowest grade of the group, and upon such other subjects as the general nature of the business of the office, and the special nature of the position to be filled, may seem to the board of examiners to require. Due weight will be given to the efficiency with which the several candidates shall have performed their duties in the office, but no one who shall fail to pass a minimum standing of 75 per centum in the written examination will be certified for appointment.

XVI. If no applicant from within the group shall be found competent, an examination will be held of all who shall make application, in accordance with the regulations governing applications for admission to the office after due public notice by the head of the office. The examination will be conducted in accordance with the provisions for admission to the office, as required by the fourth rule for the civil service, promulgated December 19, 1871, but the nature of the examination will be the same as in any previous examination for the same vacancy.

XVII. The list of names from which the appointment is to be made will be prepared and certified in the manner provided for admission to the lower grade.

The manner in which lists of names were provided and certified for admission to the lower grades was prescribed by the following rule:

X. The board of examiners will prepare a list of the persons examined, in the order of their excellence, as provided by such examination, beginning with the highest.

* Regulation XI was as follows: "XI. The examination papers of any candidate who shall have passed a minimum standard of 70 per centum, but who shall fail to be appointed, will, if requested by the candidate, be brought into competition with those candidates who shall compete for vacancies of the same class and nature occurring within one year: *Provided, however, That the candidate shall not have been specially objected to by the head of the office.*" * *

and will then certify to the head of the office the names standing at the head of such list not exceeding three. When more than one appointment is to be made the vacancies will be numbered, and the first three names will be certified for the first vacancy, the remaining two and the fourth for the second vacancy, the remaining two and the fifth for the third vacancy, and so on, for the whole number of vacancies; but if, after selecting one of any three certified for appointment, the head of an office shall object to another presentation of either of the remaining names, it shall not be again certified.

These regulations were in force in 1883 when the civil-service law was enacted, and after that time all the examinations held under them were conducted by the board of examiners appointed by the commission for the New York customs district. By that board the examination papers of competitors for promotion were marked, eligible registers established, and certifications of persons eligible to promotion made. This was not done by authority of the commission. On the contrary, the board was informed that the commission was unwilling to assume responsibility for promotion examinations. Nevertheless the commission did from time to time exercise supervisory powers over the promotion examinations of the New York district, and finally it took control of them. This was done at first without formal action by the commission, and indeed without intention of so doing.

These facts were developed by the inquiry concerning the administration of the civil-service law and rules in the customs service at New York, made under the order of the commission of December 9, 1886. This inquiry also developed the fact that promotions could not be made in a satisfactory manner under the regulations adopted in 1872, as revised and revived in 1879, and that the injury to the service, resulting from this condition of affairs, had become an embarrassment to the customs officers at that city. Promotions could not be made when vacancies occurred in the higher grades, for the reason that the persons in the lower grades could not be required to enter any examination, and most of them refused to become competitors for promotion. Besides, promotion examinations were conducted in an uncertain manner. For these reasons the registers of persons eligible to promotion were not well supplied. Many of the vacancies in the higher grades could not therefore be filled; and persons in the lower grades had to be detailed to do the work of the higher grades, and these persons were compelled to do this work without receiving the compensation attached to those grades. During the investigation made under the commission's order of December 9, 1886, Collector Magone stated that up to that time only three persons had been promoted in regular manner since the passage of the civil-service act in 1883, and that the office of the collector had, in consequence of this condition, come to his hands utterly disorganized. The same causes that embarrassed the collector also embarrassed the other officers of the district, and demoralized the service.

Supervision of examinations for promotion at the port of New York assumed by the commission.

Upon consideration of these and other facts relating to the same subject, the commission concluded that it ought to formally assume control of promotions in the New York customs district, and then take such action in reference thereto as the exigencies of the situation seemed to require. This was done on December 24, 1886, by the adoption of the following resolution:

Resolved, That the Civil-Service Commission hereby declares that it has assumed supervision over examinations for promotion in the New York customs district, and that all such examinations must be made under its authority.

And for the purpose of meeting the requirements of the service of that district in reference to the matter of promotions, the commission prepared the regulations governing promotions at the port of New York, which were approved and promulgated by President Cleveland January 4, 1887.*

Additional regulations adopted by the commission.

Under the authority conferred by regulation 5, the commission adopted, on February 24, 1887, the following order, and declared it to be an amendment to the promotion regulations adopted and promulgated on January 4:

It is directed that, in addition to the promotions authorized by "Regulations governing promotions in the customs service at the city of New York," approved January 4, 1887, to wit: Persons in the grade of clerk from class to class, promotions may also be made as follows:

Any person who has been absolutely appointed as day inspector, or as store-keeper may, upon passing the regular examination for promotion from class 1 to class 2, of clerk's grade in the collector's office, be promoted, in that office, to class 2 of clerk's grade.

Any person in the office of the appraiser, who has served not less than twelve consecutive months as opener-and-packer, or as sampler, may, upon passing an examination prepared by the board of examiners under the direction of the commission, be promoted, in that office, to class 1 of clerk's grade. Any person who has been absolutely appointed as clerk in the office of the appraiser may, upon passing an examination prepared by the board of examiners under direction of the commission, be promoted, in that office, to the grade of examiner.

The examinations for promotion hereby authorized shall be ordered as follows: When any notice of an examination for promotion in the collector's office under promotion regulation 1 is given, it shall include a notice to all inspectors who desire to be examined for promotion to class 2 of clerk's grade, and the names of the inspectors who pass examination shall be placed on the list of eligibles for promotion in the office to class 2. When the appraiser shall request the board of examiners to hold an examination for promotion in his office from the grade of opener-and-packer, and the grade of sampler, to class 1 of clerk's grade, or for promotion from the grade of clerk to the grade of examiner, the board shall, with the approval of the commission, order such examination; and the names of the openers-and-packers, and of the sampler who pass examination, shall be placed on a list to be known as the "List of openers-and-packers and of examiners eligible for promotion to class 1 of clerk's grade, appraiser's office;" and the names of the clerks who pass examination shall be placed on a list to be known as the "List of clerks eligible for promotion in the appraiser's office to the grade of examiner." Certification shall be made from these lists under Promotion Regulation 1.

* See ante, p. 74.

Notice of any promotion examination hereby authorized shall be given in the manner provided by promotion regulation 1 for giving notice of promotion examinations; and it is expressly provided that no non-competitive (or pass) examination shall be held under the authority to hold promotion examinations hereby conferred.

In this way control was assumed of promotions in the New York customs district, and the commission is pleased to state that under the operations of the regulations hereinbefore quoted the public service of that district has been relieved of embarrassment concerning promotions.

It will be observed that in two essential particulars the regulations of January 4, 1887, differ from those of March 6, 1879. The regulations of 1879

Compulsory examinations for promotion.

authorized any person in a class below the one to which promotion was to be made to become a competitor for the vacant place, and to enter any examination ordered to determine fitness for such place. The regulations of 1887 provide that all persons in the class immediately below the class to which promotions are to be made, and who have been in said class at least six months, *must* be examined for promotion. The regulations of 1879 required that there should be certified to the head of the office the names standing at the head of the list of eligibles, not exceeding three. The regulations of 1887 provide that the whole list of eligibles from which promotion is to be made shall be certified to the nominating officer.

The compulsory-examination feature of the regulations of 1887 has had a good effect. It has aroused into activity, mental and official, employés who, it may be stated without inexactness, were dormant in their places; has required them to exercise their minds in the acquisition of knowledge that is necessary to the competent discharge of their duties; and has incited them to interest in the affairs and functions of the offices in which they are serving. It has also discovered flagrant incompetency in some of the employés, and in others shameful ignorance of the duties of the places held by them and their unfitness in every way for the service they encumber. It has resulted in clearing out of the service at least some of this incompetency, ignorance, and unfitness.

Certification of the whole list of promotion eligibles.

The other particular feature of the regulations of 1887 is the requirement that the whole list of eligibles shall be certified to the promoting officer.

This provision of the regulations was suggested to the President (Commissioner Lyman dissenting)* after careful consideration of the subject.

*On Friday, December 31, 1886, the commission having under consideration the report and recommendations of Commissioner Oberly relative to promotions in the New York custom-house, Commissioner Lyman dissented from so much of the conclusions of the report as related to certifying the whole list, and submitted the following statement of his reasons therefor:

"In support of the proposition to certify the whole list the following considerations are urged by those favoring it:

"1. The Government is entitled to the best talent it can command for the work which has to be done at its expense; that it cannot with any degree of certainty obtain this if the appointing officer is to be confined in his selection to any number of

It is not denied by those who believe that the promoting officer should, as a general rule, be required to select from among the highest on a register of eligibles for promotion, that if promotions are made from class to class in any bureau or office, without regard to "division lines"—the lines that separate certain employés of a bureau or office from those in the same bureau or office employed in other kinds of work—the needs of the service, and a due regard for the promoting officer as well as for the employé to be promoted, require the certification of the whole list. And it is in this way that promotions are now made in the customs service at New York. Promotions are and always have

names less than the entire list, for the reason that while an examination conducted on general lines is important and necessary as a test of general capacity and intelligence, there are qualities essential to intelligent action in the matter of promotions, if the best results are to be obtained, which examination with its averaging of performance on the different tests can neither include nor indicate, qualities which are a part of the personality of the subject, and are made up of industry, manner, presence, and aptitude for special service, any or all of which may be a portion of one's official history, but none of which appear in the percentages.

"2. Any number less than the whole list certified to the collector at New York would not enable him to obtain the best material for vacancies in the higher grades, because the business of that office is divided into eight divisions, distinctive in their character and methods, the work of each being well defined, and demanding special knowledge, skill, and talent, and because of the demoralization and embarrassment that would follow the putting into many of the places to be filled by promotion men who have no adaptability for them and whose training has been in a contrary direction. For instance, a clerk of long service in the navigation division, well versed in its laws and regulations and generally intelligent, may be practically ignorant of the requirements of the auditor's office, and yet, under the rule giving to the appointing officer only the four names standing highest for a vacancy in the auditor's department, he or another whose official life has been spent in the entry, law, or invoice division may be placed in the vacancy; his experience gained in another department would be of little avail, and the government and himself would lose the benefit of it. Every demand of his new place would have to be learned, and to it he would go shorn of every advantage over the outsider which his term of service is supposed to give. The same result can be expected to almost universally follow the taking of an eligible from any division in which he has received his training and made his record and placing him in another with whose details he is not acquainted. Such a system, instead of aiding and promoting the efficiency of the service, would break it down almost as completely as the placing of outsiders in positions that require technical and expert knowledge. As far as possible promotions should follow division lines. This can be done only by submitting the entire lists to the one who appoints, and thus enabling him to select the eligible best fitted by experience and training for the special place under consideration. In no other way can the needs of the service be met and justice done the appointing officer and the appointee."

I regard the foregoing conclusions as unsound, and the reasons given for them as illogical and inadequate.

To the proposition "that the government is entitled to the best talent it can command for the work which has to be done at its expense" I give my most cordial assent; but that the means suggested for obtaining that talent are the only or the best means I cannot admit. The whole argument is against the value and utility of competitive examinations as a means for testing qualifications for promotion. It is indeed admitted that examinations conducted on general lines are important and necessary as a test of general capacity and intelligence, but denied that the finer and

been made from class to class in each of the several customs offices at that port; and, according to the judgment of the most experienced officers there, could not wisely be made in any other way. In the testimony taken during the inquiry at the New York custom-house in December, 1886, every customs officer, every member of the customs board of examiners, every head of every customs office, and every chief of every division questioned at that time, and also Mr. William Potts, secretary of the New York civil-service reform league, and late chief examiner of the New York civil-service commission, declared with emphasis that, in making promotions in the New York

more subtle qualities, those which must be known and measured in order to promote the right man at the right time to the right place, can be tested by an examination. To admit this is to admit that competitive examinations as applied to promotions are a failure as compared with the individual judgment of the appointing officer; for certainly if an appointing officer, as is claimed, can by his individual perceptions and judgment note and measure those qualities which belong to personality and official history, he ought to find no difficulty in measuring with equal exactness the more obvious qualities of general capacity and intelligence. I do not admit that these higher qualities cannot be tested by an examination, but contend that a proper examination, one which is perfectly practicable and feasible, will with sufficient accuracy test these qualifications and indicate them in the percentages. Of course the official history, which is made up of the daily or other periodical record, and takes note of efficiency by its elements of industry, ability, and habits, will form a not inconsiderable part of the examination. Such an examination, embracing questions for testing general capacity and intelligence, special knowledge and experience and including a proper record of efficiency, each part having its due weight and proportion, would, I am perfectly certain, prove much more reliable as a means of discovering and indicating the best talent than could any man's individual judgment, however free from personal or party bias, and however honest in desiring and seeking the public good he might be.

2. The argument in favor of certifying the whole list drawn from the organization of the collector's office into eight divisions and the illustrations given in support of it depend, for their force, entirely upon the practice of treating that office, with its eight divisions, as a unit in examinations for promotion, and having but one eligible list for the whole office. But change this practice; treat the divisions as separate organizations, examine them separately, so that promotions to the higher grades in any division may be made from the lower grades of the same division—which may be done without difficulty in all the larger divisions—and both argument and illustrations lose their point and pertinency. But suppose it should be found necessary to occasionally transfer by promotion from one division to another? My observation and experience in the public service have taught me that such a thing occurring occasionally would by no means be an unmixed evil, but would most likely be a positive benefit, both to the men transferred and to the service. But in any event the remedy for the evil, if it be an evil, would not be in certifying the whole list, but in examining on division lines. Desirable transfers from one division to another, or one office to another, might then be made at any time without reference to promotion, and thus the force so adjusted as to realize its highest possibilities of usefulness and efficiency. I am entirely satisfied that all that is sought to be accomplished by certifying the whole list can be accomplished with much greater certainty, and without doing violence to the competitive principle, by certifying in groups of four.

CHAS. LYMAN,

U. S. Civil-Service Commissioner.

WASHINGTON, D., C., December 31, 1886.

customs district, the whole list of eligibles ought, under the conditions existing there, to be certified, and it was not even suggested that any good could or might be produced by making examinations for promotion from class to class within the several divisions of each of the offices.* In expressing their views on this subject some of the officers referred to stated that their opinion that the whole list ought to be certified was based on a belief that had resulted from observation—the belief that the head of an office should have the right to select from among all the persons under his authority who have been tested by examination the person who is, in his opinion, the best fitted for any particular place that is to be filled by promotion. And this opinion this commission has, it appears, expressed in all its reports. In its first report the commission, in explanation of a failure to provide regulations governing promotions, said:

The difference between the value of competitive examinations for admission and promotion is plain enough. The applicant for original entrance to the service is a stranger to the head of the office and ignorant of its duties. But those who seek promotion are well known to the head of the bureau or office. They have served under his own eyes. No one knows so well as he their capacity or the qualifications needed in the vacant place. They are seeking places of authority, where discretion, a sense of justice, facility in arranging and dispatching business, capacity for discipline and command are not only the most essential qualifications, but are the most difficult of all to be tested by examinations.

This is, it is true, the same argument that is used by the opponents of the merit system to enforce the proposition that the promoting officer should not, in making promotions, be restricted in any manner; and the argument would have weight, if experience had not shown that what is called “influence,” by using importunate solicitation and coercive persuasion, is potent in securing promotions that should not be made—in securing the promotion of unfit persons to places the duties of which they cannot efficiently perform. The chief result to be gained by examinations for promotion is therefore the exclusion of unfit persons from the possibility of promotion, and a reduction of the effects of influence to a minimum. The principal object of an examination for admission is to determine who is fit for admission; and the general rule is that this examination must be competitive, and the appointing officer be required to select from the smallest possible number of the eligibles who are highest in grade—from the smallest number that may legally be determined upon by rule. But in an examination for promotion care must be taken, as the commission has more than once said, “to leave the appointing officer his full right and responsibility for his office”—care must be taken to not restrict the promoting officer in his right to select from among those of the employés in his department or office whose fitness for promotion has been tested by examination, the eligible who has the particular qualifications needed for the

* See concerning the certification of the whole list in promotion examinations in the New York customs district, report of testimony attached to report made under order of the commission of December 9, 1886. Appendix, Part II, Exhibit 1.

at place—who has, within the knowledge of the promoting officer, discretion, the sense of justice, the facility in arranging and dispatching business, the capacity for discipline and command, which are, as the commission has heretofore said, the most essential qualifications in the determination of fitness for promotion, and are the most difficult of all to be tested by examination. Examinations for promotion will, under the rule that the whole list of promotion eligibles shall be certified, leave to the promoting officer his full right to control his office, and yet will prevent many of the crying evils resulting from promotions made without examination—will prevent solicitation from securing the advancement of stupidity and inefficiency, personal partiality from conferring undeserved favors upon unworthiness, and partisanship from rewarding incompetency for political action or opinion. The person who fails to pass the examination for promotion cannot be promoted, no matter how great or persistent may be the influence urging and even demanding his advancement in the service. And the commission confidently asserts that no influence cannot, either by demand or solicitation, secure the successful passing of an examination by any person unfit for promotion.

Before the commission had formally assumed control of promotions in the New York customs district, it had given attention to the matter of promoting by examination in the departmental service, and had considered the advisability and practicability of applying to the several departments regulations governing promotions in the civil service. Without difficulty the conclusion was arrived at that the need for such regulations was growing constantly more obvious and pressing, that the chief aim of such regulations should be to prevent influence and favoritism from obtaining the promotion of unfit persons, and at the same time to secure to the head of each of the departments the right and opportunity to promote the right person at the proper time in any particular place within his jurisdiction. How could this be done? The fitness for promotion could not be determined by any merely literary or scholastic examination, nor yet by an examination in office questions—by any examination that would develop nothing except the applicant's knowledge of office duties and regulations. The scholastic examination and the office-duties examination would both fail to discover, even if the applicant possessed them, some of the most important qualifications, and if made the test of promotion would not leave the head of the department freedom to take into account the finer qualities which he might have discovered by observation of the persons within the jurisdiction of his department. At last it was decided that an examination depending (1) the scholastic acquirements absolutely necessary in the discharge of the duties of the place to be filled by promotion; (2) the similarity of the applicant with the duties of the class or place in which he is serving; and (3) the "efficiency" of the applicant, in which is included attendance, application, habits, ability, and adapta-

bility, would, upon a certification of the whole list of those passing such an examination, meet the requirements of an examination to prevent influence from securing the promotion of unfit persons, and yet leave with the promoting officer the right to select from among those tested and not found wanting, the particular eligible best fitted, in his opinion, to perform the duties of any place vacant and to be filled by promotion. Regulations to govern promotions in the classified departmental service were accordingly prepared.* They provided—

1. That in each department a board of promotion, to be composed of not less than six regular members and one auxiliary member from each bureau, should be constituted, and should report to the commission the examinations necessary for promotion to each class of the department above the \$1,000 per annum class.

2. That all persons in the class immediately below the class to which promotions were to be made must be examined.

3. That one of the subjects in every examination for promotion should be "efficiency," to be marked by the head of the bureau. It was provided that a list of the names of the persons in the class below the class to which promotions were to be made should, after each examination, be furnished to the head of the bureau, and that he should mark "efficiency" on a scale of 100, and in so doing should consider the attendance, application, habits, ability, and adaptability to the duties of the class of each person in the class examined. It was also provided that a record should be kept that would show the "efficiency" of each of the employés of any department to which the regulations might be applied. It was also provided that, upon request of the head of any department, examinations for promotion might, instead of being made by bureaus, be made by divisions, or be made without regard to either divisions or bureaus.

4. That to every subject in an examination a relative weight should be given, and that all competitors attaining an average of 75 per centum should be eligible to promotion, and that their names with the average obtained by each should be entered upon a register of persons eligible to promotion to the class or place for which the examination had been held.

5. That positions requiring technical, professional, or scientific knowledge or knowledge of a language other than the English language, or peculiar or special skill, should be known, for purposes of promotion as positions of the special class, and that examinations for promotion in that class should be upon voluntary application, and not upon compulsion.

6. That upon the written request of the promoting officer the commission should certify a list of the names of all the persons eligible to promotion, and one of the persons whose names were thus certified should

* See "*Regulations of Promotion in the Classified Departmental Service*," Appendix, Part I, Exhibit 6.

be promoted to any place then vacant in the class next above the one in which the eligibles had been obtained.

7. That persons who failed to obtain the minimum grade of eligibility to promotion in any examination, excepting for the special class, should be re-examined after the expiration of six months, and again failing to pass might be reduced to a lower class or be dismissed from the service.

Amendment of the promotion provisions of the rules.

The authority of the commission to adopt and enforce such regulations was not clear. Rule XIX, as construed by the commission, provided that promotions might be made without examination in offices in which examinations for promotion were not held at the time that rule was promulgated, and that promotions might thus be made until rules on this subject had been promulgated by the President. To clear away this doubt the commission, on May 5, 1887, recommended, as has heretofore been stated, that clause 2 of Rule VI should be amended to read as follows:

(2) And for the purpose of establishing in the classified service the principle of compulsory competitive examination for promotion, there shall be, so far as practicable and useful, such examinations of a suitable character to test the fitness of persons for promotion in the service, and the commission may make regulations applying them to any classified department, customs office, or postoffice, under which regulations examinations for promotion shall be conducted, and all promotions made; but until regulations made by the commission in accordance herewith have been applied to a classified department, customs office, or postoffice, promotions therein may be made upon any test of fitness determined upon by the promoting officer. And in any classified department, customs office, or postoffice in which promotions are made under examinations as herein provided, the commission may, in special cases, if the exigencies of the service require such action, provide non-competitive examinations for promotion.

On the same day President Cleveland approved and promulgated Rule VI amended as indicated.

Departmental promotion regulations applied to the Department of War.

On the next day, May 6, the commission adopted the departmental promotion regulations referred to above, and on May 7 applied them to the Department of War.* A board of promotion for that department was appointed on May 19, and examinations were then prepared, each embracing six subjects, as follows: Penmanship, which was given the weight of 3 in a total of 20; arithmetic, weighted 1; the elements of the

*In explanation of his vote for the adoption of the regulations Commissioner Lyman placed upon the minutes the following statement:

"While voting for the adoption of these regulations as a whole, I do not wish it to be understood that I approve, without reserve, of the policy of certifying the whole list. I think that justice to the competitors and the good of the service would be secured with greater certainty, and more uniformly, by certifying in groups of four than by certifying the whole list; and I refer to the paper dated December 31, 1886, filed by me in connection with the adoption of regulations for promotion in the New York custom-house, as containing in part a statement of my reasons for so thinking. (See ante, p. 83.) Nevertheless, since these regulations are to be applied immediately to the War Department only, I am willing that the experiment of certifying the whole list should be fairly tried in that department.

English language, weighted 1; letter-writing on an office or bureau subject, weighted 3; bureau or office questions, weighted 5; and efficiency, weighted 7.

The first examination was held for the office of the quartermaster-general. The clerks of classes 2 and 3 of that office were examined on Saturday, June 18, 1887, and the clerks of the \$1,000 class and class 1 on Wednesday, June 22. The work of marking the examination papers was commenced June 20 and was ended June 29, the day previous to the last day of the period covered by this report. Ninety-three clerks entered these examinations, 67 males and 26 females, of which number 58 males and 24 females passed, and 9 males and 2 females failed.

In a report to the commission the board of promotion of the Department of War said that these examinations were as simple as they could be made, and that the ordeal, the imaginary terrors of which had been increased by ill-advised comments and criticism upon the purpose of the commission, as well as by ignorant and cowardly statements concerning the integrity and capability of some of the examiners, all given publicity through the press, was passed by the clerks with the evident feeling that it amounted to much less than their fears had pictured. In concluding its report the board said:

If there has been any measure of incapacity manifested by the clerks in the two examinations held, it may, without doubt, be attributed to the practice of constant tutorship and supervision which prevails too much in all the departments. A very large proportion, if not a large majority, of clerks in the public service have not been required to exercise much independent judgment or feel much individual responsibility in the performance of their duties, and the habit of the mechanical operative has been fitted upon the mental capacity, so that performance is marked by well-defined limits beyond which the machine has lost its adaptation for the work. The clerk who has been taught, when given something unusual to do, to expect some one to tell him how to do it, will betray the effects of this practice when brought under the most simple examination, and if the new rules of the commission in operation will show that safe-conduct and advancement in the public service depend not only upon the possession of ordinary knowledge, but upon a reasonably fair capacity to apply that knowledge to practical uses, they will accomplish much good.

The commission has no doubt that compulsory examinations for promotion will show not only that advancement in the classified service can be obtained by no one who does not possess sufficient knowledge for a competent discharge of public duties, and at the same time the capacity to apply that knowledge in the discharge of such duties, but also that no one deficient of either this knowledge or capacity can remain in the service.*

* Since the expiration of the fiscal year 1886-'87 examination of the employés of the several bureaus of the Department of War has been completed. Of these examinations the Secretary of War says in his report for the year 1887: "The result of the examinations for promotion under the civil-service regulations, which were applied to the War Department in May, were satisfactory. The number of clerks examined was 1,014, of whom 963, or 93 per cent., passed, and of this number 353, or 35 per cent., obtained an average above 90 per cent.; 51, or 5 per cent., failed to pass, their average being less than 75 per cent." See report of board of promotion, Appendix, t III, Exhibit 2.

Promotions cannot now be made except upon a test of fitness made either by the commission or the promoting officer.

To one other feature of clause 2 of Rule VI, as amended by President Cleveland, attention is called. As amended, the rule provides that "until regulations [for promotion] made by the commission in accordance herewith have been applied to

a classified department, customs office, or postoffice, promotions therein may be made upon any test of fitness determined upon by the promoting officer." An amendment of Rule XIX, made at the same time that Rule VI was thus amended, revoked the provision of Rule XIX, that promotions might be made without examination in all the departments excepting the Treasury Department, in all classified customs offices excepting those at New York, and in all classified postoffices. These two amendments were adopted for the purpose of conforming the provisions of the rules relating to promotions to section 7 of the civil-service act, which inhibits the promotion of any person in the classified service, except in certain cases indicated by the act, until he has passed an examination.

The commission, already burdened with imperative duties, the performance of which could not be postponed, was unable to immediately apply promotion regulations to all the departments and to the several offices of the customs and postal branches of the classified service. And, besides, it was desirable that the two schemes of promotion by examination, adopted by the commission, and applied, the one to the New York customs district and the other to the Department of War, should be tried, so that any defects thus made apparent might be corrected before the application of the regulations to other parts of the service.

Several other considerations also restrained the commission in its desire to apply without delay promotion-regulations to all the departments and to the classified offices of the customs and postal branches of the service. It was apparent that under the present unmethodical arrangement of places and designation of duties in the postal service no promotion-regulations could wisely be applied generally to the classified postoffices—that regulations adapted to each office would be necessary. The commission could not undertake this task. The fact also became apparent that the officers of the several classified customs districts, outside of New York, were not prepared to accept as necessary or practicable the promotion-regulations that had been applied to that district. A copy of the New York regulations was inclosed to each of the customs boards of examiners at the ports of Philadelphia, Boston, Baltimore, San Francisco, New Orleans, and Chicago, with instruction to confer with the heads of customs offices for the purpose of obtaining an expression of opinion concerning these regulations. In every instance but one the response was an argument to prove that promotion-regulations like those in operation at the New York custom-house

could not be elsewhere wisely applied to the classified customs service.*

Advised by this fact that only experience can show the wisdom of promotions made under regulations similar to those governing promotions in the Department of War and in the customs district of New York, it was deemed advisable to not immediately apply such regulations to any other parts of the classified service. This conclusion was the more promptly arrived at upon consideration of the requirement of Rule VI, as amended, that promotions shall not be made in any branch of the classified service except upon tests of fitness applied by the promoting officer, if not by the commission. The commission is of the opinion that this provision of the rules meets the requirement of section 7 of the civil-service law that no person in the classified service, not specially exempted, can be promoted until he has passed an examination. The test of fitness required by Rule VI must be a test made in accordance with law, and it is therefore concluded that every test of fitness for promotion must be made by examination.

In this way the rules were made to conform to the law, and all promotions in the classified service must consequently be made upon fitness tested by examination provided either by the commission or by the promoting officer.

INVESTIGATIONS. The investigation that was made by Commissioner Oberly in December, 1886, of the administration of the civil-service law and rules in the customs district of New York, and that led to the application to that district of the regulations requiring compulsory examinations for promotion, was made under authority conferred upon the commission by the following provision of section 2 of the civil-service act:

Fourth. Said commission may make investigations concerning the facts, and may report upon all matters touching the enforcement and effects of said rules and regulations, and concerning the action of any examiner or board of examiners hereinafter provided for, and its own subordinates, and those in the public service, in respect to the execution of this act.

Under this authority the commission has, during the period covered by this report, made or concluded investigations as follows:

1. On December 15, 1885, Hon. A. E. Stevenson, First Assistant Postmaster-General, submitted to the commission several communications, as follows:
Investigation of the Kansas City, Mo., postoffice.
 (1) A letter from the postmaster at Kansas City, Mo., to the First Assistant Postmaster-General, nominating four letter-carriers for confirmation; (2) a like letter nominating four substitute letter-carriers for confirmation; and (3) a letter transmitting the above and stating that there was no board of examiners in existence at the Kansas City postoffice,

* The communications received by the commission on the subject of promotion-regulations contain much interesting matter, and are therefore printed in the appendix hereto, Part III, Exhibit 3.

at these nominations were submitted under Rule XX*, there being emergency.

On consideration of these communications the commission informed the First Assistant Postmaster-General (1) that the appointments requested could not be made without a violation of the civil-service rules; and (2) that any emergency existing at that postoffice was the result of the neglect of the postmaster.

December 29, 1885, Chief Examiner Charles Lyman (now Commissioner) was ordered to proceed to Kansas City "to report as to the situation at the postoffice of that city."

January 27, 1886, Mr. Lyman submitted an elaborate report of an investigation conducted by him under this order,† which report was referred to Commissioner Trenholm for consideration.

February 1, 1886, Commissioner Trenholm reported, and, in accordance with the recommendations of this report, the commission, on February 2, addressed the Secretary of the Treasury, informing him that certain persons had been found employed in the Kansas City postoffice in places within the classified civil-service, and not excepted by the commission from examination, who were not examined and certified to the appointing officer in accordance with the civil service rules.

February 11, 1886, Secretary Manning informed the commission that he had referred this communication to the Postmaster-General for investigation, and that the Postmaster-General had referred the matter to the postoffice inspector for a full investigation and report.

March 30, the First Assistant Postmaster-General inclosed to the commission a copy of an opinion of the Assistant Attorney-General for the Postoffice Department, that the appointments questioned by the commission had been made illegally, and that there were no grounds on which the Postoffice Department could make an allowance for the services of the unauthorized appointees, or an order which would cure or cover this violation of the law.

2. While supervising certain customs examinations at Baltimore on May 21 and 22, 1886, Commissioner Lyman had his attention called to alleged violations of the civil-service rules by Postmaster Veazey, of that city. The commissioner made an investigation

Investigation of the
Postmaster
of Baltimore,

RULE XX.—If the failure of competent persons to attend and be examined, or the prevalence of contagious disease, or other sufficient cause, shall make it impracticable to hold an examination in due season for any appointment the names of persons who have passed competitive examination, the appointment may be made of a person who has passed non-competitive examination, which examination the commission may provide for; the next report shall give the reason for such resort to non-competitive examination.

* "Report of the Civil-Service Commission, in reply to Senate resolution of July 26, 1885, in regard to the Civil-Service Rules and Regulations, and action thereon," Appendix, Part II, Exhibit 2.

of the matter thus called to his attention, and on June 5 reported to the commission that in his opinion Mr. Veazey's whole course of action was in contravention of the civil-service law and rules, and that the success of his methods would reinstate the spoils system.

On June 26, the commission sent a copy of Commissioner Lyman's report to Mr. Veazey, and received in reply an elaborate argument, in which he admitted that he had removed employes of his office because they were republicans who had not passed a civil-service examination, and that in making appointments he had discriminated in favor of democrats and against republicans.

On July 8, 1886, the commission decided that Postmaster Veazey violated the civil-service act and rules—

(1) When, as an appointing officer, he sought for information concerning the political opinions and affiliations of the persons who, while he was postmaster at Baltimore, applied to him for entrance at his office to the classified postal service.

(2) When, as an appointing officer, he failed to discountenance disclosures made to him concerning the political opinions and affiliations of such applicants.

(3) When, as an appointing officer, he selected from a certificate sent to him by the board of examiners, with knowledge of the fact, the name of a democrat, and then appointed the democrat because he was a democrat.

(4) When, as an appointing officer, he refused to appoint a republican, regularly certified to him, because the republican was a republican.*

Investigation of the
Newark, N. J., postoffice.

3. On June 26, 1886, the commission directed Commissioner Alfred P. Edgerton to visit Newark, N. J., and investigate the charge that the postmaster of that city had, in disregard of the civil-service law and rules, appointed persons to the classified postal service without examination, and had appointed other persons from the whole list of eligibles without regard to the grading of the competitors thereon.

In pursuance of this order, Commissioner Edgerton visited Newark on July 6, 1886, and made the investigation directed. He reported that irregular appointments had been made, and that the business of the board of examiners had been conducted in an unbusinesslike manner.

The commission decided that the postmaster, his predecessor, and the board of examiners for the Newark office had all been derelict in their duties, not with intention of evading the provisions of the civil-service law and rules, but because of unintelligent and unbusinesslike methods. The board was ordered to report to the commission every certification made by it to the postmaster, the general average of each eligible certified, and the name of the eligible selected upon each certification.*

* See "Report of the Civil-Service Commission in reply to the Senate resolution of July 22, 1886, in regard to the Civil-Service Rules and Regulations and action thereunder," Appendix, Part II, Exhibit 2.

on of the
David Thom
private sec-
lector Hed-

4. On August 17, 1886, the commission received from David Thom a complaint that, having been certified for appointment in the collector's office at New York, the private secretary of Collector E. L.

Hedden had informed him that unless he could get sement of a prominent politician he would fail to receive the for which he had been certified.

omplaint was referred to the New York customs board, which ducted to immediately investigate the charge made by Thom, rt to the commission the evidence taken in said investigation. stigation was made, and on September 3 a copy of the evidence s transmitted to the commission.

ptember 9 the commission decided that the charge had not ained, even by Thom's own testimony, and the complaint was gly dismissed.*

on of the
Pa., post-

5. On November 9, 1886, the civil-service re- form association of Philadelphia, Pa., made cer- tain charges against the Philadelphia postal board

ervice examiners, and against the postmaster of that city.

arge against the board was as follows:

the conduct of the examination held at Philadelphia on February 25, 26, 1 March 3, 1886, of candidates for appointment to fill vacancies in the post- at city.

inite specifications were made under this charge, but it was in- r stated that the examination papers prepared by the commis- the examination mentioned in the charge had been exposed to f the applicants.

arge against the postmaster was as follows:

as by him of the civil-service rules.

efinite specification under this charge was that Rule VIII of 1 Civil-Service Rules had been "constantly, if not habitually, ' by the postmaster in making appointments to fill vacancies iladelphia postoffice.

direction of the commission, Commissioners Oberly and Lyman he Philadelphia postoffice on Tuesday, March 8, 1887, and en- on an investigation of the charges above stated. The investi- as laborious and was a thorough one, as will be seen by refer- he full report thereof, which will be found in the appendix. † careful consideration of the evidence taken by Commissioners nd Lyman, the commission decided as follows:

; there is no truth in the charge that the examination of February-March, e Philadelphia postoffice was unfairly conducted, or that any applicant in ination obtained in advance any of the questions used in that examination.

Report of the Civil-Service Commission in reply to the Senate resolution of 1886, in regard to the Civil-Service Rules and Regulations and action there- ppendix, Part II, Exhibit 2.

pendix, Part II, Exhibit 3.

(2) That there is no truth in the charge that William F. Harrity, postmaster at Philadelphia, has been guilty of any violation of Rule VIII of Amended Civil-Service Rules, or of any of the rules, or of any of the provisions of the civil-service act.

While the investigation was in progress a person giving a fictitious name made to the reform association a charge that the employés of the postoffice had, during the year 1886, been assessed for political purposes. This charge was transmitted by the association to Commissioners Oberly and Lyman, and was immediately investigated by them. The result was a decision by the commission that no person or committee had assessed the employés of the Philadelphia postoffice, or any of them, for any political purpose.

Investigation of the action of Collector Seelberger, of the customs district of Chicago, in compelling the resignation of George A. Webster.

6. On January 29, 1886, the civil-service reform league of Chicago transmitted to the President a charge made by Mr. George A. Webster against the collector of the port at that city, in substance that he had been compelled to resign a place in the appraiser's office of that customs district, not because he was inefficient, undutiful, insubordinate, or dishonest, or for any other good cause, but for the reason that he was a republican.

This charge was referred by the President to the commission, and was investigated by Commissioners Edgerton and Lyman.

The investigation was made at Chicago on April 11, 1887, and Commissioners Edgerton and Lyman each made a report thereof. The conclusion arrived at by Commissioner Edgerton was that Collector Seelberger had not been guilty of a violation of any of the rules or of any of the provisions of the civil-service act. The conclusions arrived at by Commissioner Lyman were as follows:

(1) That Webster's appointment in the customs service at Chicago was made upon due and orderly certification from the proper register of eligibles after examination under the civil-service law and rules.

(2) That during his connection with that service he was at least an average clerk in faithfulness and efficiency, and his integrity and ability were unquestioned.

(3) That his separation from the service was forced—practically a dismissal—his resignation being demanded, and tendered under protest, and upon the advice of Appraiser Hoffmann, his immediate superior, to submit to the inevitable.

(4) That the real reasons for his dismissal are not disclosed, being in the "mind and keeping" of the collector. One of the reasons suggested by the testimony, viz, that his work was sometimes inaccurate and had to be returned for correction, is, in my judgment, inadequate; and another, viz, that there was "pressure direct and indirect from those on the eligible register," is absurd, when it is remembered that Webster himself was appointed from the same register with an average of 90.5 per cent. This latter suggestion is so utterly inadequate and absurd as a reason for dismissal, that its appearance in the testimony can only be explained on the supposition that the pressure from the eligibles on the register had a political coloring.

(5) That Webster, as an honorably discharged wounded soldier of the United States, was not given the benefit of that provision of the act of August 15, 1876 (vol. 19 U. S. Stats., p. 169), which reads:

"Provided, That in making any reduction of force in any of the executive departments, the head of such department shall retain those persons who may be equally qualified, who have been honorably discharged from the military or naval service of the United States, and the widows and orphans of deceased soldiers and sailors."

matters put in issue by the conflicting reports of Commissioners Edgerton and Lyman were considered by the commission and the conclusions arrived at by Commissioner Lyman were concurred in.

The testimony taken in this investigation, the report of Commissioner Edgerton, and that of Commissioner Lyman, and the "Opinion" of the commission, written by Commissioner Oberly, may be found in the appendix.

7. While the investigation of the Webster-Seabrook complaint was being made at Chicago, Commissioners Edgerton and Lyman conducted an inquiry as to the manner in which the civil-service rules were being executed in the postoffice at that city.†

The report signed by both Commissioners Edgerton and Lyman states that it is made that 269 employes had been dismissed by the postoffice and 132 other employes had been separated from the service other than by removal. The commissioners made this further state-

ments of changes in the Chicago postoffice filed in the office of the commission that Postmaster Judd has uniformly given reasons for removals made by him. The reasons appearing most frequently in the reports are, "neglect of duty," "inefficiency," "drunkenness," and "insubordination," reasons which every one will recognize at once as justifying removal. If the postmaster at Chicago finds it entirely proper to give reasons for all removals made by him, it certainly can not be improper for other postmasters to do the same.

The number of appointments made by Postmaster Judd upon certification from the registers of the board of examiners is 628. The large excess of appointments over resignations, deaths, etc., is accounted for in part by the failure of a large number to report when appointed, and the refusal of others to accept appointments tendered them, and in part by the increase of the force of the office.

The books, papers, records, and files of the board of examiners did not show any wrong-doing on the part of the board or show any evidence of haste or unfairness in its action.

Owing to the indefiniteness of the classifications of the departmental service, questions arise at times concerning the legality of appointments to that branch of the service. For instance, the legislative, executive, and judicial appropriation act, approved July 7, 1884, contains the following provisions:

The commissioner of patents may, in his discretion, after such examination as he may require, promote persons now employed in the patent office and performing the duties of clerks, copyists, and who have been in the service a year or more.

It was held by the commissioner of patents that this provision of law authorized him to promote into the classified service persons who had been appointed in his office without examination by the civil-service commission, as, for instance, skilled laborers, a class of employes who, under the general rule, never do any labor skilled or unskilled, but upon

† See Appendix, Part II, Exhibit 4.

† See Appendix, part II, Exhibit 5.

appointment are immediately assigned to clerical work. In other words, it was claimed that this provision of an appropriation act did in fact amend the civil-service law so as to allow the commissioner of patents to make appointments to the classified service upon the pretense of making promotions in his office. And this was done; and the places in the unclassified service thus made vacant were filled under the processes of the, unfortunately, not yet entirely discarded patronage system.

Other provisions of appropriation acts have raised other questions of the legality of certain appointments to the classified service.

On September 27, 1883, the Secretary of the Interior informed the commission that \$2,500 had been appropriated for the preparation and publication of the Blue Book. The secretary said:

It is proposed to pay such employes about \$50 per month for a period of from four to six months. They will be employed in copy-holding, comparing, and indexing. This service is of a temporary character, occurring only once in two years, and the employes have never been considered as belonging to the permanent force of the department. I desire to know whether you consider such appointments within the provisions of the civil-service act.

On September 28, 1883, the secretary of the commission replied to this communication as follows:

Replying to your letter of the 27th instant in regard to the four or five persons to assist Mr. Stephens in preparing and publishing the Blue Book, I am instructed to say that the commission have no information at present that the service to be performed would be included in the classified service.

Accepting this inconclusive decision of the commission as authority to appoint copy-holders without examination, "the four or five persons to assist Mr. Stephens were appointed," and it appears that thereafter all copy-holders in the Department of the Interior were appointed without examination. The legality of such appointments was again raised in 1886, when the Secretary of the Interior requested the commission to certify to him for appointment to a \$900 place a \$720 copy-holder of the bureau of labor. The commission replied, informing the secretary that the position of copy-holder in the bureau of labor was within the classified service. The commission said:

The position of copy-holder decided to be classified.

The commission recognizes the fact that the appointment [as copy-holder] was made in supposed accordance with the decision of the commission in reply to a communication from Hon. H. M. Teller, Secretary of the Interior, dated September 27, 1883, to the effect that the commission had at that time no information that the service to be performed by four or five persons temporarily assisting in the preparation and publication of the Blue Book would be included in the classified civil-service. Several other persons have been appointed copy-holders in the bureau of labor at \$720 per annum; and, under the decision made by the commission in its letter to Secretary Teller, heretofore referred to, have been appointed without certification. Finding this condition of affairs in the bureau of labor, the commission has concluded that injury would be done to the public service by excluding therefrom employes of the bureau *who now occupy classified places to which they were appointed under the decision of the commission made in 1883 and hereinafter referred to.* The commission there-

fore decides that all persons who now occupy classified places in the bureau of labor, to which they were appointed under this decision, may remain undisturbed in such service, and shall be considered as properly therein. But the commission also decides that the position of copy-holder in the bureau of labor is a classified place, and must therefore hereafter be filled by examination and certification under the civil-service act and rules.

This decision of the commission was accepted by the Secretary of the Interior, and since that time no appointments of copy-holders have been made without examination in the bureau of labor. The decision applies to all copy-holders in the Department of the Interior, and it has, the commission presumes, been thus accepted by the secretary.

Clerks employed in the Indian bureau, upon Indian depredations claims, must be appointed under the civil-service law and rules.

Another question concerning the classification of the Department of the Interior was raised by appointments made under the following provision of the Indian appropriation act, approved March 3, 1885:

For the investigation of certain Indian depredations claims, \$10,000; and in expending said sum the Secretary of the Interior shall cause a complete list of all claims heretofore filed in the Interior Department, and which have been approved in whole or in part and now remain unpaid, and also all such claims as are pending but not yet examined, on behalf of citizens of the United States, on account of depredations committed, chargeable against any tribe of Indians by reason of any treaty between such tribe and the United States, including the name and address of the claimants, the date of the alleged depredation, by what tribe committed, the date of examination and approval, with a reference to the date and clause of the treaty creating the obligation for payment, to be made and presented to Congress at its next regular session; and the secretary is authorized and empowered, before making such report, to cause such additional investigation to be made and such further testimony to be taken as he may deem necessary to enable him to determine the kind and value of all property damaged or destroyed by reason of the depredations aforesaid, and by what tribe such depredations were committed; and his report shall include his determination upon each claim, together with the names and residences of witnesses and the testimony of each, and also what funds are now existing or to be derived by reason of treaty or other obligation out of which the same should be paid.

Under this appropriation, which has been continued from year to year, the Secretary of the Interior employed persons not examined under the civil-service law and rules. These appointments raised the following question: "Under the existing classification of the Department of the Interior can persons who have not been examined under the civil-service law and rules be legally appointed as clerks and copyists and be employed on Indian depredation claims in the Indian bureau?"

The opinion of the commission on this question was communicated to the Secretary of the Interior as follows:

By an order of the Secretary of the Interior, dated September 2, 1883, the employes of that department were separated into the following classes:

- (1) First, second, third, and fourth class clerks.
- (2) Class A, all clerks and other employes receiving \$1,000 per annum.
- (3) Class B, all copyists receiving \$900 or \$720 per annum.

(4) All employes, other than clerks and copyists, receiving \$1,000 per annum.

By an order of the Secretary of the Interior, dated December 6, 1884, this classification was revised and modified as follows:

Fourth class, all clerks receiving \$1,800 per annum. Subdivision A, all clerks receiving \$2,000 per annum and upward, not chiefs of divisions and not excepted from examination by the civil-service act and rules.

Third class, all clerks receiving \$1,600 per annum.

Second class, all clerks receiving \$1,400 per annum.

First class, all clerks receiving \$1,200 per annum. Subdivision A, all clerks receiving \$1,000 per annum. Subdivision B, all copyists, without reference to the amount of salary paid them.

Class B, all employes at Washington, other than clerks or copyists, receiving \$1,000 per annum.

This is the existing classification of the Department of the Interior, and it follows that if the employes of the depredations division of the Indian bureau are within this classification they are within the classified departmental service, and that any vacancy occurring in that division in the grade of either copyist or clerk must be filled under the civil-service act and rules.

To determine whether these employes are within the existing classification of the Department of the Interior we must ascertain the positions occupied by them.

In the "Register of the Department of the Interior, 1887," they are described as follows:

Office of Indian affairs, employed upon Indian depredation claims.

Name.	Whence appointed.	Date of original appointment.	Date of present appointment.	Present legal residence.		Compensation.
				State.	Cong. dist.	
<i>In charge.</i>						
Jason L. Bullock	Tenn ...	Sept. 26, 1885	Sept. 26, 1885	Tenn ...	6th ...	\$45
<i>Clerks.</i>						
Ezra L. Stevens	Ohio	Aug. 11, 1885	July 3, 1885	Ohio	16th ..	\$5
Caspar W. Bell	Mo	Oct. 15, 1885	Oct. 15, 1885	Mo	2d	\$5
<i>Copyists.</i>						
Miss Nellie Martin	Tenn ...	Mar. 1, 1886	Mar. 1, 1886	Tenn ...	8th ...	\$2
Mrs. Fannie M. Sheridan....	La	July 6, 1886	July 6, 1886	La	2d	\$2
Charles O. Lavender.....	D. C	Oct. 14, 1886	Oct. 14, 1886	Va	8th ...	\$2
† Miss Eliza A. Duffield	Nev	July 31, 1882	Dec. 13, 1886	Nev ....	.....	900
<i>Special agents in the field.</i>						
Sutton S. Scott	Ala	Dec. 7, 1885	Dec. 7, 1885	Ala .....	.....	\$8
James A. Green	Miss	Dec. 11, 1885	Dec. 11, 1885	Miss	4th ...	\$8
Leonard H. Poole.....	Md	Jan. 13, 1886	Aug. 26, 1886	Md	6th ...	\$8
George L. Potter	Miss	Oct. 14, 1886	Oct. 14, 1886	Miss	7th ...	\$8
Charles F. Stilz.....	Pa	Jan. 14, 1887	Jan. 14, 1887	Pa .....	.....	\$8
Archibald F. Rader	W. Va ..	Jan. 28, 1887	Jan. 28, 1887	W. Va ..	3d	\$8

* Served in army or navy.

† Colored.

‡ Per day.

The persons employed under Mr. Bullock are clerks and copyists. The "special agents in the field" do no service in the department at Washington. They are neither clerks nor copyists. They are clearly not within the classified service of the Interior Department. But the clerks and copyists employed upon Indian depredations claims are clerks and copyists of the Interior Department at Washington, and in the class

his department all its clerks and all its copyists are included. Therefore clerks and copyists employed upon Indian depredations claims the provision of the civil-service act that no person shall be employed to enter the classified service unless he shall have passed an examination or shall have been shown to be specially qualified therefor, operates with full force. As a consequence no one can be legally employed without examination to any vacancy in either the grade of clerk or the grade of copyist in the Interior Department and be employed upon Indian depredations claims.

Upon this proposition it might be held that all the persons, except those employed upon these claims are paid out of a "lump sum" appropriated for a certain purpose; that they are not paid salaries, but are paid by the day because their employment is temporary; that, consequently, they are not clerks and copyists within the meaning of the Interior Department classification of 1884.

Is the employment of these persons temporary? The first appropriation (\$10,000) for the fiscal year 1884-'85, and every year since that time another appropriation to enable the Interior Department to continue this work, has been made. The appropriation of 1887-'88 is \$20,000. Employment under an appropriation continuing from year to year cannot properly be called temporary employment. And the employment in the depredations division is not temporary becomes more so in the light of the statement that on September 1, 1885, the depredations division, civilization and education division of the Indian bureau was transferred to the depredations division to be done by those employed upon Indian depredations claims.

Even if the employment to be temporary, the fact still remains that all the clerks and copyists of the Interior Department are within the classified service of that department, into which no clerk or copyist can enter without examination and be employed either temporarily or permanently. In the War Department, a person employed temporarily as a clerk or copyist at \$25 a month is within the classification of the War Department, and therefore cannot be employed even for one month without being employed by the commission.

The statement that these clerks and copyists are not paid salaries, but are paid per diem out of a "lump sum," has no force. Twenty thousand dollars has been appropriated for the fiscal year 1887-'88 for the investigation of Indian depredations claims, and persons employed upon these claims must be paid from this appropriation. By no law is there any limitation on the number of clerks or of copyists to be employed. The secretary may employ two clerks or a dozen, four copyists or fifty. And no compensation of the clerks or copyists is prescribed by the law; but if, as is claimed, the employment in question is temporary, the secretary cannot, in his discretion, fix a permanent compensation of the depredations claims clerks appointed by him; he must pay by the day. By section 168 of the Revised Statutes it is provided that, "except where a different compensation is expressly prescribed by law, any clerk temporarily employed to perform the same or similar duties with those belonging to clerks of either grade shall be entitled to the same salary as is allowed to clerks of that class." Clearly the provision of law a temporary clerk must, unless a different compensation is provided by law, be paid the same salary that is allowed to clerks of that grade and it seems to follow logically that a permanent clerk (and in the Interior Department copyists are clerks of the first class, subdivision B), paid out of a "lump sum," unless a different compensation is expressly provided by law, be paid the same salary that is allowed to clerks of his class. It is true the clerks employed upon Indian depredations claims are not paid salaries; but the \$5 per diem compensation of such depredations clerk aggregates yearly more than the per annum salary of a first class clerk, and the \$2 per diem compensation of the copyists certainly is more than the salary of a copyist within the classified service of the Interior Department, under the following language of the 1884 classification order of the Secretary of the Interior: "In grade B [clerk's grade, first class] all copyists without reference to the amount paid them."

In view of these and other considerations it is the opinion of the commission that the clerks and copyists now employed upon Indian depredations claims are within the classified departmental service of the Interior Department, and that vacancies occurring in that division must be filled under the civil-service act and rules.

This opinion was communicated to the Secretary of the Interior, who, after due consideration, informed the commission that vacancies occurring in the depredations division of the Indian bureau would be filled from the registers of the commission.*

The same consideration that influenced the commission not to attempt to exclude from the service the copy-holders who had been appointed without examination in the bureau of labor, influenced it to not disturb the persons who had been appointed without examination to make the list of names required by the Indian depredations appropriation.

CLASSIFICATION. Questions, like those referred to above, relating to the legality of appointments by heads of departments and of offices, grow, as a general rule, out of that indefiniteness of classification which resulted from the unmethodical manner in which the classification made under section 163 of the Revised Statutes was revised under section 6 of the civil-service law.

What the classification made under section 163 of the Revised Statutes was, and the changes that have been made in it, may, in this connection, be appropriately stated.

First classification of the departmental service. The departmental service was first classified by law in 1853. This classification was made by section 3 of "An act making appropriations for the civil and diplomatic expenses of government for the year ending the 30th of June, 1854," approved March 3, 1853, as follows:

SEC. 3. *And be it further enacted,* That from and after the 30th of June, 1853, the clerks in the departments of the Treasury, War, Navy, the Interior, and the Post-office shall be arranged into four classes, of which class No. 1 shall receive an annual salary of \$900 each, class No. 2 an annual salary of \$1,200 each, class No. 3 an annual salary of \$1,500 each, and class No. 4 an annual salary of \$1,800 each.†

* The decision of the commission was made before the close of the period covered by this report, but was not communicated to the Secretary of the Interior until July 13, 1887.

† United States Statutes at Large, vol. 10, ch. 97, pp. 209-210. The number of employes in the several departments in 1853, as given in section 3 of the act above referred to, was as follows:

Departments.	Class 1.	Class 2.	Class 3.	Class 4.	Total.
Treasury Department:					
Secretary's office.....	4	6	6	5	21
Solicitor's office	1	2	3	1	7
First comptroller's office	2	5	7	.....	14
Second comptroller's office	3	4	7	.....	14

[See continuation of foot-note (†) on p. 103.]

By section 1 of "An act to amend the third section of the 'Act making appropriations for the civil and diplomatic expenses of government for the year ending the 30th of June, 1854,' and for other purposes," approved April 22, 1854,* the compensation of the clerks of classes 1, 2, and 3 was increased as follows:

Those of the first class shall receive a salary of \$1,200 per annum; those of the second class a salary of \$1,400 per annum; those of the third class a salary of \$1,600 per annum.

The compensation of clerks of the fourth class, \$1,800 per annum, as fixed by the act of June 30, 1854, was not changed.

In 1855, the clerks of the Department of State were added to the classified departmental service by section 4 of "An act making appro-

* United States at Large, vol. 10, ch. 52, p. 276.

[Foot-note (f) continued from page 102.]

Departments.	Class 1.	Class 2.	Class 3.	Class 4.	Total.
Treasury Department—Continued.					
First auditor's office.....	3	6	9	.....	18
Second auditor's office	2	6	11	.....	19
Third auditor's office.....	3	41	8	.....	52
Fourth auditor's office	1	4	9	.....	14
Fifth auditor's office	2	3	2	.....	7
Auditor for Postoffice Department's office ...	20	50	26	5	101
Register's office	5	18	4	.....	27
Commissioner of customs' office.....	3	4	3	.....	10
Treasurer's office	2	5	5	.....	12
Light-house board's office	1	1	2	.....	4
Total in the Treasury Department.....	52	155	102	11	320
War Department:					
Secretary's office	1	2	2	1	6
General-in-chief's office .....	.....	1	.....	.....	1
Adjutant-general's office	2	5	1	1	9
Quartermaster-general's office.....	3	5	2	1	11
Paymaster-general's office	2	3	2	1	8
Commissary-general's office	2	2	1	1	6
Surgeon-general's office	1	1	.....	1	3
Colonel of engineers' office.....	1	2	1	1	5
Colonel of topographical engineers' office	1	2	1	1	5
Colonel of ordnance's office.....	2	4	1	1	8
Total in the War Department.....	15	27	11	9	62
Navy Department:					
Secretary's office .....	.....	4	6	1	11
Construction, equipment, and repair bureau...	1	*7	.....	1	9
Yards and docks bureau	1	*4	.....	1	6
Provisions and clothing bureau .....	.....	4	.....	1	5
Ordnance and hydrography bureau .....	.....	*4	.....	1	5
Medicine and surgery bureau .....	.....	2	.....	1	3
Total in the Navy Department.....	2	25	6	6	39

* Including one draughtsman.

[See continuation of foot-note (f) on p. 104.]

priations for the civil and diplomatic expenses of government for the year ending the 30th of June, 1856, and for other purposes," approved March 3, 1855,* as follows:

SEC. 4. *And be it further enacted*, That from and after the 30th of June, 1855, the Secretary of State be, and he is hereby, authorized and required to cause the examination, classification, and distribution of the clerks in the Department of State, in the same manner as directed in other executive departments by the provisions contained in the third section of the act entitled "An act making appropriations for the civil and diplomatic expenses of government," approved 3d March, 1853, who shall be paid annual salaries according to the act amendatory thereof approved 22d April, 1854. And the whole permanent clerical force in said department shall consist of three clerks of class 1, two of class 2, eight of class 3, eight of class 4, and one chief clerk, in lieu of those now athorized by law.

By section 163 of the Revised Statutes of the United States,† the classification of department clerks established by the act of March 3, 1853, was redeclared as follows:

SEC. 163. The clerks in the departments shall be arranged in four classes, distinguished as the first, second, third, and fourth classes.

By section 167 of the Revised Statutes, the compensation of the clerks

[Foot-note (†) continued from page 103.]

Departments.	Class 1.	Class 2.	Class 3.	Class 4.	Total.
Interior Department:					
Secretary's office.....		4	3	3	10
Commissioner of pensions's office	10	30	5	4	49
Commissioner of general land office's office....	40	40	23	3	106
Commissioner of Indian affairs's office		6	6	3	15
Commissioner of patents's office.....		8	12	1	21
Total in the Interior Department	50	88	49	14	201
Postoffice Department:					
Postmaster-General's office	10	33	29	5	78
Total in the Postoffice Department	10	33	29	6	78
Total number of clerks in all departments..	129	328	197	49	703
And there shall be a chief clerk for each of the offices of the solicitor, first comptroller, second comptroller, first auditor, second auditor, third auditor, fourth auditor, fifth auditor, auditor of the treasury for the Postoffice Department, register, commissioner of customs, treasurer, light-house board, commissioner of pensions, commissioner of the general land office, commissioner of Indian affairs, and commissioner of patents, who shall be allowed an annual compensation of \$2,000 each.....					17
And there shall be a chief clerk for each of the Departments of the Treasury, War, Navy, Interior, and General Postoffice, who shall be allowed an annual compensation of \$2,200 each					5
Total number of chief clerks					22
Total number of clerks and chief clerks in all the departments.....					725

*United States Statutes at Large, vol. 10, ch. 175, p. 669.
†Revised Statutes, Title IV, "Provisions applicable to all the executive departments," section 163, p. 27.
‡Including the six assistant examiners.
§Including one topographer.

the classified service was again fixed at the salaries provided for by the act of June 30, 1854, as amended by the act of April 22, 1854.

The departments referred to in section 163, quoted above, are designated by section 158* to be the following:

§ 158. The provisions of this title † shall apply to the following executive departments: First, the Department of State; second, the Department of War; third, the Department of the Treasury; fourth, the Department of Justice; fifth, the Postoffice Department; sixth, the Department of the Navy; seventh, the Department of the Interior.

It will be perceived that sections 158 and 163 of the Revised Statutes required the arrangement of the clerks of the Department of Justice in the classes specified in section 3 of the act of March 3, 1853, and in accordance with which the clerks in the other departments mentioned in section 158 had been classified before the adoption of the Revised Statutes.

From the foregoing statement of changes that first classification occurred in the classification between the approval of the act of June 30, 1853, by which classification first required, and the approval of the civil-service act on January 16, 1883, it becomes apparent that, on the last-mentioned date the following classification existed: The clerks of each of the following departments: State, War, Treasury, Justice, Postoffice, Navy, and Interior, divided into the following classes: First class, salary \$1,200 per annum; second class, salary \$1,400 per annum; third class, salary \$1,600 per annum; and fourth class, salary \$1,800 per annum.

Upon these classes of clerks, in the departments named, the civil-service act, ‡ by virtue of its seventh section, became operative on July 16, 1883. Section 7 of that act is as follows:

§ 7. That after the expiration of six months from the passage of this act no clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereafter pursuant to said rules, until he has passed an examination, or is shown to be fully exempted from such examination in conformity herewith. But nothing contained shall be construed to take from those honorably discharged from the army or naval service any preference conferred by the seventeen hundred and fourth section of the Revised Statutes, nor to take from the President any authority not inconsistent with this act conferred by the seventeen hundred and fifty-section of said statutes; nor shall any officer not in the executive branch of the government, or any person merely employed as a laborer or workman, be required to

Revised Statutes, 1873-'74. Section 159, Title IV, p. 26, is as follows: "The word 'department,' when used alone in this title and Titles V, VI, VII, VIII, IX, X, and means one of the executive departments enumerated in the preceding section [section 158]."

Title IV: "Provisions applicable to all the executive departments."

Statutes at Large, volume 22, chapter 27, pages 403-407, "An act to regulate and improve the civil-service of the United States," approved January 16, 1883. See Appendix Part I, Exhibit 3.

be classified hereunder; nor, unless by direction of the Senate, shall any person who has been nominated for confirmation by the Senate be required to be classified or to pass an examination.

It will be observed that the civil-service act operated at first upon a comparatively small number of places in the departmental service, and upon none of the places in the postal and customs services. Since that time the operation of the competitive examination feature of the law has been extended to many other places in the departmental service, and to nearly all the places in customs districts and postoffices in which the persons employed as officers, clerks, or otherwise number as many as fifty.

Extension of the classified departmental service.

If, after the enactment of the civil-service act, no action had been taken by the President and the heads of the several executive departments, that act would have had no effect upon the manner of making appointments to places not within the first, second, third, and fourth classes of clerks; but, since the passage of that act, classification has been extended so as to include many subordinate places, clerks, and officers not before classified for examination.

This enlargement of the classified departmental service has occurred in part under and by virtue of the third clause of section 6 of the civil-service act, as follows:

SEC. 6. * * * Third. That from time to time said secretary [of the Treasury], the Postmaster-General, and each of the heads of departments mentioned in the one hundred and fifty-eighth section of the Revised Statutes, * * * shall, on the direction of the President, and for facilitating the execution of this act, respectively revise any then existing classification or arrangement of those in their respective departments, * * * and shall, for the purpose of the examination herein provided for, include in one or more of such classes, subordinate places, clerks, and officers in the public service pertaining to their respective departments not before classified for examination.

Under this provision of law the classification that existed in the executive departments when the civil-service law was enacted has been revised by the heads of several of those departments.

First revision of classification of Department of Interior.

On September 22, 1883, the Secretary of the Interior, by an order of that date,* revised the classification of that department by arranging the employés thereof into classes, as follows:

In addition to the classes of employés in the Department of the Interior, recognized by section 163 of the Revised Statutes—first, second, third, and fourth class clerks—the secretary added two other classes, as follows:

Class A, all clerks and other employés at Washington receiving \$1,000 per annum.

Class B, all employés at Washington known as copyists, whether receiving \$900 or \$720 per annum.

* See order Secretary of the Interior, Appendix, Part III, Exhibit A.

Second revision of classification of Department of Interior.

On December 6, 1884, the secretary amended this revision,* extending it both upward and downward, as follows:

Fourth class, all clerks receiving \$1,800 per annum; sub-division A of fourth class, all clerks receiving \$2,000 or more per annum, not chiefs of divisions, and not excepted from examination by the civil-service act and rules.

Third class, all clerks receiving \$1,600 per annum.

Second class, all clerks receiving \$1,400 per annum.

First class, all clerks receiving \$1,200 per annum; sub-division A of the first class, all clerks receiving \$1,000 per annum; sub-division B of the first class, all copyists without reference to the amount of salary. [At the time of this revision copyists in the Department of the Interior received either \$900 or \$720 per annum.]

Class A, all employés at Washington, who are not clerks or copyists, receiving \$1,000 per annum.

The above is the existing classification of the Department of the Interior.

Revision of classification of Department of War.

On November 19, 1884, the Secretary of War revised the classification made by section 163 of the Revised Statutes, by declaring in a "circular order,"† issued on that day, that the classification for the purposes of the civil-service act in the Department of War included all civilian employés subordinate to the secretary, except those employed merely as laborers or workmen, messengers and watchmen being considered as so employed. By this "circular order" the classification of the Department of War was revised so that all employés embraced therein would be classed as follows:

Class A, those having an annual compensation exceeding \$2,000.

Class B, those having an annual compensation of \$2,000.

Class 4, those having an annual compensation of \$1,800.

Class 3, those having an annual compensation of \$1,600.

Class 2, those having an annual compensation of \$1,400.

Class 1, those having an annual compensation of \$1,200.

Class C, those having an annual compensation of \$1,000.

Class D, those having an annual compensation of \$900 and under.

Revision of classification of Department of the Navy.

On November 25, 1884, the commission received from the Secretary of the Navy, in a communication dated November 22, 1884, a revision of the classification of that department, dated November 1, 1884.‡ In this revision the secretary gives the number of "clerks and employés in the Department of the Navy and bureaus" classified (subject to examination),

* See order of Secretary of the Interior, Appendix, Part III, Exhibit 4.

† See "circular order" of Secretary of War, Appendix, Part III, Exhibit 4.

‡ See letter Secretary of the Navy, Appendix, Part III, Exhibit 4.

classified (exempted from examination), and not classified under the law and the regulations of the United States Civil Service Commission. The classified as subject to examination, and the classified as exempted from examination, are as follows:

Subject to examination :

Clerks of class 4, \$1,800 per annum.

Clerks of class 3, \$1,600 per annum.

Clerks of class 2, \$1,400 per annum.

Clerks of class 1, \$1,200 per annum.

Clerks of \$1,000 per annum.

\$900 per annum copyists.

\$720 per annum copyists.

Exempted from examination :

Chief clerks, 9: 1 at \$2,500, and 8 at \$1,800 per annum.

Disbursing clerk, at \$2,250.

Stenographers, 2: 1 at \$1,400, and 1 at \$1,600.

Chief draughtsman, at \$2,250.

Draughtsmen, 23; at from \$1,000 to \$1,800.

Assistant draughtsmen, 2; at \$1,400 each.

Telegraph operator, at \$1,000.

Carpenter, at \$1,000.

Plate printers, 2: 1 at \$1,252, and 1 at \$1,560; apprentice, at \$600.

Engravers, 10; at from \$1,200 to \$1,800.

Assistant engravers, 10; at from \$1,000 to \$1,600.

Assistant astronomers, 3; at from \$1,500 to \$1,900.

Instrument maker, at \$1,500.

The unclassified were 111, including messengers, assistant messengers, messenger boys, janitor, office attendant, watchmen, firemen, skilled laborers, laborers, elevator conductors, and charwomen.

By what authority the secretary classified certain employes of his department and then himself exempted them from examination is not stated; but the revision thus made was then accepted, and is now recognized by the commission in making examinations for that department. Under this classification only 84 places in the Department of the Navy are covered by the civil-service act.

On January 2, 1885, the Secretary of the Treasury revised the classification of the officers, clerks, and employes of that department. This was done by a "circular order" addressed "To whom it may concern." In this order the secretary used the following language:

Revision of classification of Department of the Treasury.

The existing classification of those in the Treasury Department under the civil-service act, as heretofore construed and applied in all cases, includes all officers,

* See "circular order" of the Secretary of the Treasury, Appendix, Part III, Exhibit 4.

clerks, and employés with annual salaries fixed by law, except those subject to confirmation by the senate, and those merely employed as laborers or workmen, messengers and watchmen being considered as so employed.

After making this sweeping declaration, the secretary arranged the following classes:

- Class 4, \$1,800 or more, annual salary, fixed by law.
- Class 3, \$1,600, annual salary, fixed by law.
- Class 2, \$1,400, annual salary, fixed by law.
- Class 1, \$1,200, annual salary, fixed by law.
- Class B, \$1,000, annual salary, fixed by law.
- Class A, \$900, annual salary, fixed by law.

It appears that the secretary intended to include within the classified service all officers, clerks, and other employés with annual salaries fixed by law, excepting, of course, persons appointed with the consent of the Senate, or as laborers, watchmen, or messengers; but it will be observed that he failed to arrange in a class the employés who receive less than \$900 annual salary fixed by law; and by the wording of his order he left out of classification all officers, clerks, and other employés compensated by annual salaries fixed by the secretary, and all officers, clerks, and other employés compensated at so much per month or day, whether the amount of the monthly or per diem compensation is fixed by law or by the secretary. In this way he failed to include within the classified service a large number of the employés of his department who perform clerical work; who, at a compensation fixed by the secretary, do precisely the same kind of work that is done by other employés receiving annually the same compensation fixed by law.

Revision of classification of Postoffice Department.

On February 6, 1885, the Postmaster-General, by "Order No. 83,"* revised the classification of the Postoffice Department, by arranging the officers, clerks, and other employés thereof into the following classes:

- Class A, those having an annual compensation exceeding \$2,000.
- Class B, those having an annual compensation of \$2,000.
- Class 4, those having an annual compensation of \$1,800.
- Class 3, those having an annual compensation of \$1,600.
- Class 2, those having an annual compensation of \$1,400.
- Class 1, those having an annual compensation of \$1,200.
- Class C, those having an annual compensation of \$1,000.
- Class D, those having an annual compensation of \$900.
- Class E, those having an annual compensation of \$720.

It was provided by this order that messengers, assistant messengers, watchmen, and laborers should not be included within the classification.

* See "Order No. 83," of the Postmaster-General, Appendix, Part III; Exhibit 4.

Classifications of Departments of State and of Justice not revised.

The records of the commission do not show that either the Secretary of State or the Attorney-General has yet revised the classification of his department; but it appears that on October 6, 1883, the commission requested the Attorney-General to make a statement of the number of officials, including copyists and clerks, and excluding laborers, workmen, and appointments confirmed by the Senate, employed in the Department of Justice. To this request the Attorney-General replied on November 12, 1883, furnishing the information desired.* This list of officials included the following: Assistant attorneys, law clerk and examiner of titles, law clerks, chief clerks, disbursing and appointment clerk, pardon clerk, stenographer, fourth-class clerks, third-class clerks, second-class clerks, first-class clerks, copyists, telegraph operator, and engineer.

The commission seems to have accepted this statement of the Attorney-General as a revision of the classification of the Department of Justice.

* Classification of Department of Agriculture.

In a written communication, bearing no date, addressed to the commission, and received November 24, 1884, the Commissioner of Agriculture submitted a "list of clerks in the United States Department of Agriculture classified in accordance with the act entitled, 'An act to regulate and improve the civil-service of the United States,' approved January 16, 1883."† By this list the employés of the Department of Agriculture were arranged into the following classes:

- | | |
|--|---|
| 1. Clerks of class 1, \$1,200 per annum. | 11. Librarian. |
| 2. Clerks of class 2, \$1,400 per annum. | 12. Superintendent of folding room. |
| 3. Clerks of class 3, \$1,600 per annum. | 13. Employés in the chemical bureau. |
| 4. Clerks of class 4, \$1,800 per annum. | 14. Employés in the laboratory. |
| 5. Clerks at \$1,000 per annum, each. | 15. Employés in the botanical bureau. |
| 6. Clerks at \$840 per annum, each. | 16. Employés in the bureau of entomology. |
| 7. Clerks at \$720 per annum, each. | 17. Employés in the museum. |
| 8. Clerk to bureau of animal industry. | 18. Foreman in the grounds. |
| 9. Disbursing officer. | |
| 10. Assistant to disbursing officer. | |

On December 10, 1884, the President, by telephonic message, informed the commission of the receipt by him of this classification of the Department of Agriculture, and asked the attention of the commission to the same. In reply the commission, on December 11, informed the President that the classification had been made in pursuance of his views as expressed to the commission in an interview in October, 1884, and which had been communicated to the Commissioner of Agriculture.

* See reply of the Attorney-General to the commission's letter of October 6, 1883, Appendix, Part III, Exhibit 4.

† See copy of the communication of the commission to the President in regard to the classification of the Department of Agriculture and of the President's reply thereto, Appendix, Part III, Exhibit 4.

December 16, 1884, the commission received from the President, private secretary, a communication dated December 12, in which information was given that this classification of the Department of Agriculture had been accepted and approved.

At that date the Department of Agriculture has been regarded and by the commission as a department operated upon by the civil-service act and rules.

It will be observed that the classification of the Department of Agriculture is entitled: "List of clerks in the United States Department of Agriculture classified in accordance with the act en-

An act to regulate and improve the civil-service of the United States, approved January 16, 1883."

This classification was accepted and approved by the President as it had been made in accordance with the act referred to; but the commission evidently did not believe it was a classification made in the same manner as the classifications of the other departments had been made—it accepted it as a revision of a classification, or as a classification made at the time the civil-service act was approved. In reply to a telephonic message of the President the commission was careful to

This classification appears to the commission to be suitable for the purposes of examination required by the rules.

The commission added:

This classification shall be accepted by the President, the commission will count on being instructed to treat the places thus classified in the Agricultural Department as those which are to be filled by certification by the commission under exist-

There is reason for the belief that the Department of Agriculture was not classified under any direct provision of the civil-service act. Classification under that act has occurred in only two ways: (1) By operation of the provisions of the act which brought under it those in the service that were classified at the time the act was approved—that brought under the operations of the act the then existing classification; and (2) by operation of the provision of the third clause of section 158 that any classification existing, when the act was approved, in any department mentioned in section 158 of the Revised Statutes, should, by order of the President, be revised so as to include, as far as practicable, in one or more of the classes mentioned in section 163 of the Revised Statutes, subordinate places, clerks, and officers in the public service pertaining to the departments enumerated in section 158, not previously classified for examination.

The Department of Agriculture was not classified by operation of the provisions of law that created four classes in each of the other departments is easily demonstrated: By section 163 of the Revised Stat-

utes the clerks of the departments were arranged in four classes; and by section 159 it is explained that when the word "department" is used, as it is used in the title of which section 163 is a part, it means one of the executive departments enumerated in section 158, and the departments enumerated in that section are the Departments of State, War, the Treasury, Justice, the Postoffice, the Navy, and the Interior. Thus construed, section 163 declared that the clerks of these departments should be arranged in four classes, and it did not require the classification of the clerks of any other department. It is therefore concluded that the provisions of the civil-service act which declared (1) that there should be open competitive examinations for the civil-service classified at the time the law was enacted, and (2) that after the expiration of six months from the passage of the act no person should, without examination, be employed to enter any of the classes that then existed, referred only to the classes of clerks arranged in the departments enumerated above. The Department of Agriculture is not one of the executive departments enumerated in section 158 of the Revised Statutes, and therefore was not classified under section 163. Consequently the civil-service act did not, at the time it went into force, operate upon that department. It was not at that time a classified department within the meaning of the law; and it did not become a classified department by operation of the provision of the third clause of section 6, which directs the inclusion of subordinate places, clerks, and officers, by revisions of existing classifications. No classification existed in the Department of Agriculture at the time the civil-service act was approved, and, consequently, there was not, at the time the action now under discussion was taken, any classification of that department that could have been revised.

The conclusion is thus reached that the Department of Agriculture was not classified in accordance with the provisions of the civil-service act; but it does not follow that this department was consequently classified illegally. Section 7 of the civil-service act provides that nothing contained in that act shall be construed to take from the President any authority, not inconsistent therewith, conferred by section 1753 of the Revised Statutes. Section 1753 is as follows:

SEC. 1753. The President is authorized to prescribe such regulations for the admission of persons into the civil-service of the United States as may best promote the efficiency thereof, and ascertain the fitness of each candidate in respect to age, health, character, knowledge, and ability for the branch of service into which he seeks to enter; and for this purpose he may employ suitable persons to conduct such inquiries, and may prescribe their duties, and establish regulations for the conduct of persons who may receive appointments in the civil-service.

Under this authority the President may classify any part of the executive civil-service, and require that admission to any place thus classified shall be permitted only upon the same conditions that are prescribed by the civil-service act for admission to the classified service of the executive departments enumerated in section 158 of the Revised

Statutes. And to a department, commission, bureau, or office thus classified the civil-service rules will apply by virtue of the language of the adopting and promulgating clause of those rules, which expressly refers to section 1753 as follows:

In the exercise of the power vested in the President by the constitution, and by virtue of the seventeen hundred and fifty-third section of the Revised Statutes and of the civil-service act approved January 16, 1883, the following rules for the regulation and improvement of the executive civil-service are hereby amended and promulgated.

Since, therefore, the President did accept and approve the now existing classification of the Department of Agriculture, it is evident that that classification was thus legalized by duly-authorized presidential approval.

In the manner herein stated certain of the officers, clerks, and other employés of the several executive departments enumerated in section 158 of the Revised Statutes and of the Department of Agriculture, and who were not classified for the purposes of examination when the civil-service act went into effect, have since that time been brought under the operations of the act and rules.

Extension of the classified departmental service suggested.

In this connection the suggestion may be made that the departmental classifications might be revised so as to include places under the authority of

the departments, the duties of which are discharged in the states and territories. The one hundred and fifty special pension examiners perform their duties outside the pension office. Nearly all of them are employed constantly remote from the capital. But they are required to enter the service through a special examination, and are within the classified service of the Department of the Interior. The employés of the railway-mail service might, by process similar to that which placed the special pension examiners within the classified service of the Department of the Interior, be put into the classified service of the Postoffice Department, and certain of the "field" employés of the Indian, land, and labor bureaus might in the same way be included within the classified service of the Department of the Interior. To the Indian-school service the rules might be applied to the great improvement of that service, and without much difficulty. Under the rules persons of undoubted qualifications, tested in the manner adopted for testing the qualifications of public-school teachers in the states, could be furnished to that service without delay; and by this process that most important instrumentality in the work of civilizing the Indian would be made much more effective than it ever can be made under the system of appointments upon recommendation—under a system that too frequently gives, to every service, inexperience, and sometimes gross ignorance of subjects and methods a knowledge of which is essential to efficiency. In the Department of War are a number of *graded clerks* employed in its several depots

who might be brought within the classified service of that department as a part of the force of the quartermaster-general's office. The depots in which these clerks are employed are located, respectively, at New York City, Philadelphia, Pa.; Jeffersonville, Ind.; San Francisco, Cal.; Saint Louis, Mo., and Washington, D. C. The inclusion of these clerks within the classified service of the Department of War would give to the quartermaster-general's office experienced men, familiar with all its details, and it would give to the clerks opportunities of promotion that they do not now possess and which they cannot in any other way obtain. In the Department of Agriculture are a number of clerical places that were not, it is claimed, included in the classification of November 24, 1884, and to these places appointments are made without examination. These places should, in the interest of the service of that department, be classified without delay.

Classification of customs districts.

In addition to the classification of the departmental service as stated above, the officers, clerks, and other employes of certain customs districts and of certain post-offices have been classified in accordance with section 6 of the civil-service act. Those of certain customs districts have been classified under the first clause of that section, which is as follows:

SEC. 6. That within sixty days after the passage of this act it shall be the duty of the Secretary of the Treasury, in as near conformity as may be to the classification of certain clerks now existing under the one hundred and sixty-third section of the Revised Statutes, to arrange in classes the several clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, or being in the public service, at their respective offices in each customs district where the whole number of said clerks and persons shall be altogether as many as fifty. And thereafter, from time to time, on the direction of the President, said secretary shall make the like classification or arrangement of clerks and persons so employed, in connection with any said office or offices in any other customs district. And, upon like request, and for the purposes of this act, said secretary shall arrange in one or more of said classes or of existing classes, any other clerks, agents, or persons employed under his department in any said district not now classified; and every such arrangement and classification upon being made shall be reported to the President. * * *

In performance of the duty imposed upon him by this provision of law, the Secretary of the Treasury, acting upon written suggestions of the commission dated March 17, 1883, made the following classification, to be applied to the several customs districts in which those directed by the civil-service act to be classified were as many as 50: *

Class A, all persons not employed merely as laborers or workmen, receiving a compensation amounting to \$900 or more, but less than \$1,200 per annum.

Class 1, all persons receiving a compensation amounting to \$1,200 or more, but less than \$1,400.

Class 2, all persons receiving a compensation amounting to \$1,400 or more, but less than \$1,600 per annum.

* See letter of the Acting Secretary of the Treasury, Appendix, Part III, Exhibit 4.

3, all persons receiving a compensation amounting to \$1,600 or it less than \$1,800 per annum.

4, all persons receiving a compensation amounting to \$1,800 or it not including any officer confirmed by the Senate.

s the existing classification of customs employés, and it applies time to the following customs districts :

New York, N. Y.
Boston, Mass.
Philadelphia, Pa.
San Francisco, Cal.
Baltimore, Md.
New Orleans, La.

7. Chicago, Ill.
8. Burlington, Vt.
9. Portland, Me.
10. Detroit, Mich.
11. Port Huron, Mich.

The officers, clerks, and other employés of certain postoffices were classified under the second clause of section 6 of the civil-service act, which is as follows :

* * * Within said sixty days it shall be the duty of the Postmaster-General in conformity to said one hundred and sixty-third section, to separate in classes the several clerks and persons employed, or in the public at each postoffice, or under any postmaster of the United States, where the number of said clerks and persons shall together amount to as many as fifty. After, from time to time, on the direction of the President, it shall be the duty of the Postmaster-General to arrange in like classes the clerks and persons so employed in the postal service in connection with any other postoffice; and every change of arrangement and classification upon being made shall be reported to the President.

Under this provision of law, the Postoffice Department made a classification of clerks and other persons at postoffices at which at least ten persons were employed. Notice of this action was given to the Commission by a communication from that department, dated March 1, 1904.

The postoffice classification thus made and now existing is as follows :

- 4, \$1,800 and over per annum.
- 3, \$1,400 and less than \$1,800 per annum.
- 2, \$800 and less than \$1,400 per annum.
- 1, less than \$800 per annum.

postoffices, thus classified, which are now under the operations of the civil-service act and rules, are as follows :

Albany, N. Y.
Baltimore, Md.
Boston, Mass.
Brooklyn, N. Y.
Buffalo, N. Y.
Chicago, Ill.
Cincinnati, Ohio.

8. Cleveland, Ohio.
9. Detroit, Mich.
10. Indianapolis, Ind.
11. Jersey City, N. J.
12. Kansas City, Mo.
13. Louisville, Ky.
14. Milwaukee, Wis.

15. Minneapolis, Minn.
16. Newark, N. J.
17. New Haven, Conn.
18. New Orleans, La.
19. New York, N. Y.
20. Philadelphia, Pa.
21. Pittsburgh, Pa.

22. Providence, R. I.
23. Rochester, N. Y.
24. Saint Louis, Mo.
25. Saint Paul, Minn.
26. Toledo, Ohio.
27. San Francisco, Cal.
28. Washington, D. C.*

Remarks upon existing
classifications.

From the foregoing statement concerning classification, it will be perceived that the several classifications now existing in the departments are indefinite and unmethodical, and lack that uniformity which is so essential to an impartial and wise execution of the civil-service act and rules in so far as they relate to testing fitness for admission to the departmental service. The indefinite and unmethodical character of the several classifications may be made to appear more clearly.

The classification that existed in each of the seven executive departments at the time the civil-service act went into effect was as follows:

1. Clerks of class 1, each receiving an annual salary of \$1,200.
2. Clerks of class 2, each receiving an annual salary of \$1,400.
3. Clerks of class 3, each receiving an annual salary of \$1,600.
4. Clerks of class 4, each receiving an annual salary of \$1,800.

This classification has been revised in all of the departments excepting the Departments of State and of Justice. By these revisions by the classification of the Department of Agriculture many subordinate places, clerks, and officers, not before classified for examination, have been brought under the operation of the act and rules. But these additions to the classification which was declared by section 163 have produced a condition in the classified departmental service that is to be regretted, to change which condition for a better one is a duty the performance of which should not be delayed. For instance, the revision of the classification of the Department of War was so comprehensive that it was made to embrace all the places in that department occupied by civilians, only the persons employed merely as workmen and laborers being excepted; while the revision of the classification of the Department of the Navy took into classification from among those of that department that were not previously classified for examination only \$1,000 clerks and \$900 and \$720 copyists. And it will be observed that the revision of the classification of the Postoffice Department included all employes of that department, from those receiving \$2 or more down to and including those receiving \$720 per annum, messengers, watchmen, and laborers being excepted; while the revision of the classification of the Department of the Treasury, by its arrangement of classes for purposes of examination, excluded, in effect, not only all clerks, copyists, and other employes receiving compe

* Since the end of the fiscal year 1886-'87 the following-named postoffices have brought into the classified service: Richmond, Va.; Troy, N. Y.; Denver, Colo.; Omaha, Nebr.; Hartford, Conn.; Syracuse, N. Y.; Los Angeles, Cal.; Columbus, O.; Des Moines, Iowa.

n, fixed by the secretary, out of lump appropriations, but also all receiving annual salaries fixed by law at less than \$900. It will be observed that the first revision of the classification of the Department of the Interior took into the classified service clerks and other employés receiving \$1,000 per annum, and copyists receiving \$900 or less per annum, and that the second revision took in all the clerks and copyists of that department, and also all other employés receiving \$1,000 per annum. All employés of that department, excepting clerks and copyists, who receive less than \$1,000 per annum, are outside the classified service. The classification of the Department of Agriculture includes nearly all the officers, clerks, specialists, and other employés of that department; but the classification of the Department of State, as well as that of the Department of Justice, includes only the four classes of clerks that are mentioned in section 163 of the Revised Statutes.

This diversity of classification in the departmental service makes the civil-service rules operate unevenly—makes them one thing in one department and something else in another department. It must be understood that the classification of each department becomes, in effect, part of the rules. For instance, under the classification of the Department of War no person can enter even a \$25 per month temporary place until, under the civil-service rules, he has passed an open competitive examination, and has been regularly certified by the commission as eligible to the place; but under the classification of the Department of the Treasury, no examination under the rules is necessary to test fitness for admission to any place the salary of which is not fixed by law at \$900 per annum or more. Still further, under the classification of the Department of State, and that of the Department of Justice, any person may, without examination, be appointed under the rules to any place, excepting a clerkship in classes 1, 2, 3, and 4.

Under the rules, as modified by classification, a telegrapher may, without examination, be appointed in the Department of the Navy, but cannot be appointed without examination in the Department of War. Under the rules, as modified by classification, a person in the Department of the Treasury may, without examination, be appointed to any place the salary of which is less than \$900 per annum, or he may, without examination, be appointed as a clerk or copyist and compensated at the rate of \$900 per annum or more, if, upon order of the secretary, he is compensated by the day or by the month; but in the Department of the Interior no clerk or copyist, no matter how small his salary, may be appointed without examination and certification of eligibility.

And more than this, not only does the difference in the several classifications that now exist in the departmental service modify the rules in their application to each department, but the indefiniteness of some of the classifications induces evasions of the law. For instance, in the Department of the Interior, the classification includes all clerks and copyists; but it has always been the practice of that department to point persons without examination as skilled laborers and to imme-

diately assign them to the duties of clerk or copyist, and keep them constantly at such work. Indeed, but few of the skilled laborers in any of the departments ever do any skilled labor. As a general rule they do the work of clerks and copyists. And thus, under the rules as modified by classification, no person may, without examination, be appointed as a clerk or copyist, but any person may, without examination, be appointed as a skilled laborer and then assigned to the work that is usually done by a clerk or copyist.

In view of all these considerations, the commission respectfully suggests that this contradictory and confusing jumble of classifications be set aside, and that, instead thereof, a uniform departmental classification be adopted. The following scheme for such a classification of the departmental service is, in pursuance of this suggestion, submitted, with the recommendation that its adoption by the head of each of the several departments be directed by the President:

Uniform departmental
classification suggested.

— DEPARTMENT,
Washington, D. C., —, 18—.

By direction of the President of the United States, and in accordance with the third clause of section 6 of the act entitled "An act to regulate and improve the civil-service of the United States," approved January 16, 1883,

It is ordered, that the officers, clerks, and other employes of this department be, and they are hereby, arranged in the following classes, viz:

Class A, all persons receiving an annual salary of less than \$720, or a compensation at the rate of less than \$720 per annum.

Class B, all persons receiving an annual salary of \$720 or more, or a compensation at the rate of \$720 or more, but less than \$840, per annum.

Class C, all persons receiving an annual salary of \$840 or more, or a compensation at the rate of \$840 or more, but less than \$900, per annum.

Class D, all persons receiving an annual salary of \$900 or more, or a compensation at the rate of \$900 or more, but less than \$1,000, per annum.

Class E, all persons receiving an annual salary of \$1,000 or more, or a compensation at the rate of \$1,000 or more, but less than \$1,200, per annum.

Class 1, all persons receiving an annual salary of \$1,200 or more, or a compensation at the rate of \$1,200 or more, but less than \$1,400, per annum.

Class 2, all persons receiving an annual salary of \$1,400 or more, or a compensation at the rate of \$1,400 or more, but less than \$1,600, per annum.

Class 3, all persons receiving an annual salary of \$1,600 or more, or a compensation at the rate of \$1,600 or more, but less than \$1,800, per annum.

Class 4, all persons receiving an annual salary of \$1,800 or more, or a compensation at the rate of \$1,800 or more, but less than \$2,000, per annum.

Class 5, all persons receiving an annual salary of \$2,000 or more, or a compensation at the rate of \$2,000 or more per annum.

It is provided, that no person who may be appointed to an office by and with the advice and consent of the Senate, and that no person who may be appointed merely as a laborer, workman, or watchman, shall be considered as within this classification.

It is also ordered, that no person shall be admitted into any place, not excepted from examination by the civil-service rules, in any of the classes above designated, until he shall have passed an appropriate examination prepared by the United States Civil-Service Commission, and his eligibility has been certified to this department by said commission.

Secretary.

If it be said that this suggested classification would include in nearly every department certain places that cannot wisely be filled by competitive examination, the reply is, that provision should be made in the rules for non-competitive examinations to test fitness for such places. If it be urged that certain other places should be filled in the discretion of the appointing officer, the reply is, that all such places should, by rule, be excepted from examination.

In this way—by the suggested classification of each of the departments—the civil-service act and rules would be made to operate uniformly and in the same manner upon all parts of and upon every place in the classified departmental service, and the clamorous demands for unclassified places, that now daily fill the ears of the appointing officers of those departments in which there are such places, would be hushed, and all persons seeking employment in the departmental service would thus be notified that influence had lost its power, and that entrance into the service could be gained in no other way than upon merit tested by fair and practical examination.

Amendment of the customs district classification suggested.

To the classification of the customs service serious objection may also be urged. As in the Department of the Treasury, all persons who are not

compensated to the amount of \$900 per annum or more are outside the classified service of the customs districts. The term "compensation" instead of "annual salary" is used in this classification for the reason that as a rule the compensation of customs employes is fixed by the Secretary of the Treasury and not by law, and is not uniform as to places or duties. For instance, a night inspector may be compensated at the rate of more than \$900 per annum in one district and at less in another; or a certain number of messengers, or weighers, or openers-and-packers may be compensated at more than \$900 per annum and a certain number at less, all being employed at the same kind of work in the same customs district. And a position that is in the classified service to-day, for the reason that under an order of the Secretary of the Treasury its occupant receives a compensation amounting to \$900 or more, may to-morrow, it is claimed, be dropped out of the classification by an order reducing the annual amount of the compensation of its occupant to less than \$900. So that, under this classification, a certain grade at one port must be filled by examination because its occupants receive compensation amounting to \$900 per annum or more, while the same grade at another port may be filled without examination because its occupants receive compensation amounting to less than \$900. Furthermore, it is claimed that, under this classification, an order of the Secretary of the Treasury reducing the compensation of a certain grade to less than \$900 per annum, gives the appointing officer the right to fill that grade without examination, and that then, by another order increasing the compensation of the grade to \$900 or more, the grade, with all its *unexamined incumbents*, may be raised into the classified

service! All these objections, and others that could be urged, may be obviated by including in this classification all persons in the service excepting laborers or workmen. And such an amendment of the customs classification is respectfully suggested.

Amendment of the post-office classification suggested.

The classification of persons employed, or in the public service, at postoffices in which "the whole number of said clerks and persons together amount to as many as fifty," is comprehensive. It includes all such persons, from the highest-salaried officers (excepting the postmasters) down to and including the lowest-salaried employés. But it is misleading and confusing. The second clause of section 6 of the civil-service act required the Postmaster-General, within sixty days after the passage of that act, to arrange into classes, conforming the classes generally to those mentioned in section 163 of the Revised Statutes, the several clerks and other persons employed or in the service at postoffices in which there were as many as fifty of said clerks and employés. If the classification had been made in conformity with this provision of law the clerks and other employés receiving \$1,800 per annum and over would have been put into class 4, those receiving \$1,600 into class 3, those receiving \$1,400 into class 2, and those receiving \$1,200 into class 1. Into subdivisions of class 1, or into other classes named by the classifying officer, those receiving \$1,000 and less would have been put. But, under the existing classification, class 3 includes all clerks and other employés receiving \$1,400 and less than \$1,800 per annum; class 2, all receiving \$800 and less than \$1,400, and class 1, all receiving less than \$800 per annum. So that, while by the classifications provided for by section 163 of the Revised Statutes and by the departmental and customs classifications, a second-class clerk is one who receives not less than \$1,400 per annum, under the postoffice classification a second-class clerk is one who receives less than \$1,400. Under the statute and departmental and customs classifications a clerk of the first class is one who receives not less than \$1,200 per annum but under the postoffice classification a clerk of the first class is one who receives less than \$800 per annum. Without much difficulty this classification could be made to conform to the classifications of the departmental and customs services, and thus give something of uniformity to the classifications of the several branches of the service.

THE CIVIL-SERVICE ACT AND RULES; PRACTICAL EFFECTS THEREOF.

In what has preceded this will be found a report of many of the most important actions of the commission during the period that commenced upon the appointment of commissioners under the civil-service act in 1883 and ended on June 30, 1887.* In stating and explaining these actions the practical effects of the rules and regulations which are

* On March 4, 1883, Dorman B. Eaton, of New York, John M. Gregory, of Illinois and Leroy D. Thoman, of Ohio, were confirmed by the Senate as civil-service commissioners. On the 9th of that month the commissioners named took the oath of

now in force, and which are published in the appendix hereto,* have in some respects been stated; but it is deemed important that a fuller statement concerning the law and the rules should be made, and that, in making this statement, certain objections which are being urged in opposition to the civil-service-law system of making appointments should be noticed and answered.

The act entitled "An act to regulate and improve the civil-service of the United States" has been in force now nearly four years and a half, a part of that time under the administration of one party and a part under that of another. That there has been accomplished in the execution of the law all that its sanguine friends expected is not claimed; but without any degree of inexactness in statement it may be said that in the results of its execution is shown the wisdom of the principle of divorcing the subordinate offices of the government from politics and elections and making continuance in office dependent not upon party service but upon merit and good behavior. In this respect the law has produced results which are not extravagantly described as surprising.†

Before the enactment of the civil-service act the condition of the executive civil-service in the departments at Washington and in the customs and postal services was deplorable. In the Department of the Treasury 3,400 persons were at one time employed, less than 1,600 of them under authority of law. Of these 3,400 employés, 1,700 were put on and off the rolls at the pleasure of the secretary, who paid them out of funds that had not by law been appropriated for the payment of such employés.‡ At that time, of a force of 958 persons employed in the bureau, and on the same day were organized as the United States Civil-Service Commission.

On November 9, 1885, John M. Gregory and Leroy D. Thoman retired from the commission, and Alfred P. Edgerton, of Indiana, and W. L. Trenholm, of South Carolina, took the oath of office and became commissioners. The commission was reorganized, and Commissioner Edgerton was elected president.

On April 17, 1886, Dorman B. Eaton and W. L. Trenholm retired from the commission, and John H. Oberly, of Illinois, and Charles Lyman, of Connecticut, took the oath of office and became commissioners. William H. Webster and John T. Doyle, both of Connecticut, upon appointment by the President, entered upon duty, the former as chief examiner, August 28, 1886, vice Charles Lyman, appointed commissioner, and the latter as secretary, September 15, 1886, vice Robert D. Graham, resigned the same date.

* Since the end of the period covered by this report the President has approved and promulgated new rules, and has revoked the rules referred to above. The commission has also made new regulations. The new rules and regulations may be found in the appendix hereto, Part I, Exhibits 4 and 5.

† See views with respect to the enforcement and practical effects of the civil-service act and rules, Appendix, Part III, Exhibit 5.

‡ These facts in relation to the condition of the classified service before the passage of the civil-service act were developed in the debate upon the bill while it was pending in the Senate in 1883. See also report of Senate committee on civil-service and attachment on the bill to regulate and improve the civil-service of the United States; *Forty-seventh Congress, first session, 1882.*

reau of engraving and printing, 539, with annual salaries amounting to \$390,000, were, upon an investigation of that bureau, found to be superfluous. For years the force in some branches of that bureau had been twice and even three times as great as the work required. In one division there was a sort of platform, built underneath the iron roof, about 7 feet above the floor, to accommodate superfluous employés. In another division 20 messengers were employed to do the work of one. The committee that made this investigation reported that "patronage," what is now known as the "spoils system," was responsible for this condition, and declared that this system had cost the people millions of dollars in that branch of the service alone. So great was the importunity for place under the old system of appointments that when \$1,600 and \$1,800 places became vacant the salaries thereof would be allowed to lapse, to accumulate, so that these accumulations might be divided among the applicants for place on whose behalf patronage-mongers were incessant in importunity. In place of one \$1,800 clerk three would be employed at \$600 each; would be employed, according to the peculiarly expressive language of the patronage-purveyors, "on the lapse." "In one case," said a person of reliability and of accurate information, testifying before the Senate committee on civil-service reform and retrenchment, "thirty-five persons were put on the 'lapse fund' of the treasurer's office for eight days at the end of a fiscal year to sop up some money which was in danger of being saved and returned to the treasury." Unnecessary employés abounded in every department, in every customs office, and in almost every postoffice. Dismissals were made for no other purpose than to supply with places the protégés of importunate solicitors for spoils. One collector at the port of New York removed on an average one of his employés every third day to make a vacancy to be filled by some member of the same party who had "worked to a purpose," not against the common political enemy but for his patron, who had succeeded in being appointed over some other member of his own party. Another collector at that port, the successor of the one above referred to, removed 830 of his 903 subordinates at the average rate of three in every four days. The successor of this collector removed, within eighteen months, 510 of his 892 subordinates, and his successor made removals at the rate of three every five days. In its first report the commission said:

It was the expectation of such spoils which gave each candidate for collector the party strength which secured his confirmation. Thus, during a period of five years in succession, collectors, all belonging to one party, for the purpose of patronage, made removals at a single office of members of their own party more frequently than at the rate of one every day. In 1,565 secular days 1,678 such removals were made.

A condition of affairs as deplorable existed in the postal service.

On all sides, in every branch of the civil-service, subordinate places were used in the interest of the leaders of the factions of a party, who by assessments, which were disguised in the form of solicitations for

money, suggestions that money ought to be contributed, and other methods of this kind, extorted from public employes funds which were used for political purposes, legitimate and otherwise. Even members of Congress of national reputation signed circular letters addressed to subordinate civil servants of the government requesting contributions to be paid to them, as members of a political committee; doing this in utter disregard of the spirit of a provision of the Revised Statutes declaring it to be unlawful, an offense punishable by fine and dismissal from office, for any officer in the public service to solicit or receive money from any other officer in such service! The public conscience had been perverted by the doctrine that to the victors belong the spoils; and the people were not shocked when they beheld public offices bestowed, as a reward for partisan services, upon persons at once unworthy and incompetent. Senator Hoar, in his speech on the Belknap impeachment trial, forcefully stated the condition of the public mind at that time when he said :

I have heard in highest places the shameless doctrine avowed by men grown old in office, that the true way by which power should be gained in this republic is to bribe the people with the offices created for their service, and the true end for which it should be used when gained is the promotion of selfish ambition and the gratification of personal revenge.

Improvement of the
service under the law and
rules.

Under the civil-service act many of these abuses have been corrected. This is shown by the fact that although there has been, since the enactment of the law, a change of political parties in the administration of the government, there has not been, either in the departments or at the port of New York, as many dismissals in any given time as occurred before the passage of the act. And there has not been since the change of parties any dismissals in any branch of the classified service avowedly for partisan reasons. In this connection the notable fact may be stated that a collector at the port of New York, appointed after March 4, 1885, was compelled to resign his office when it became evident that removals excessive in number were being made by him apparently with reference to partisan considerations, and the customs business of that port was not being conducted on business principles. And in this connection attention may also be called to the fact that a postmaster at Baltimore, appointed after March 4, 1885, resigned his office, and was condemned, because he had violated the civil-service rules by making appointments to and removals from the classified service of his office for partisan reasons.

Since the passage of the act no appointments have been or could have been made "on the lapse." The place-purveyor's occupation is gone in so far as it relates to those parts of the service that are operated upon by this law. He can no longer demand a place for the party henchman who has no adequate qualifications for the public service, and, as a general rule, no person can now be appointed until after his qualifications have been tested, not by theoretic, hair-splitting tests un-

necessary to the ascertainment of his fitness for the employment sought, but by examinations practical in their character. The demoralizing methods of the patronage system of appointments have been replaced, within the classified service, by the better methods of the law, under which the demands of common justice are complied with, that, in so far as practicable, all citizens duly qualified shall be allowed equal opportunity, on grounds of personal fitness, for securing appointment and employment in the subordinate civil-service.

And even outside the classified service the effects of the law are apparent. The wisdom of making dismissals from unclassified subordinate places for partisan reasons is now challenged by the better sentiment of the country. The political assessor no longer does his work in an open manner. He is not now a familiar presence in the departments, the custom-houses, and the postoffices. He has become a skulker in his work, and pursues his vocation as if it were dishonorable. Senators and representatives no longer organize themselves into assessing committees, for the purpose of making requests for money for political purposes, requests to which potency was formerly given by the implied threat that non-compliance would result in dismissal, and which were therefore, in effect, imperative demands for money upon the employés of the government, who were thus compelled by fear of loss of employment to "stand and deliver."

Objections to the law.

Few persons deny that much good has resulted from the public discussion that led to the enactment of the civil-service act, and some at least of the most active opponents of what is called the merit system admit that in certain respects it is commendable; but these claim that all its desirable results could be obtained in a better way than by the competitive-examination system now in operation. And many of the opponents of the merit system, starting out with the assertion that the President is responsible to the people for his administration of the laws, declare that, under the system of appointments invogue before the enactment of the civil-service act, he was independent, and could therefore be equitably held to his responsibility; that, as to a large number of offices, the civil-service act has robbed him of his independence, and has taken from him this responsibility and placed it upon commissioners of mixed politics, supposed to be non-partisan, who by their examining boards apply tests unnecessary to the practical ascertainment of the fitness of applicants for the employment sought; that all persons over the age of forty-five years, however well-qualified and honorable, are debarred from all examinations by the commission; that these examinations are held at places and times of which the great majority of the people have no knowledge; that the civil-service act tends towards a permanent office-holding community, and that the system of appointments that has been established *under this law* was borrowed from England, and while "consonant with *that limited monarchy*, where the title to the highest office in the realm

is inherited as a piece of property for life," it is not in accord with the sentiment of democratic America.*

That none of these objections are founded in fact can be shown.

The patronage system destructive of the independence of executive officers.

The evidence is abundant that under the patronage system of appointments the executive branch of the government had but little freedom in the selection of its employés, that it could not act independently of malign influences which made the public service at once inefficient and extravagant. Under that system, appointments were not, in fact, made by the President, or by the heads of the departments in whom Congress has vested authority to appoint subordinate officers. Nearly all such appointments were really made by members of the legislative branch of the government, or by other influential politicians; and were not made upon any test of fitness whatever. In proof of this assertion it may be mentioned that before the civil-service act became a law the secretary of one of the most important departments of the government once stated that there were seventeen clerks under his authority for whom he could find no employment; that he did need one competent clerk of a higher grade, and that if an appropriation were made for that one clerk, at the proper amount and according to the gradations of the service, and the appropriation for the seventeen were left out, he could, without impairing the efficiency of his department, leave the seventeen clerks off the roll; but if the appropriation for the seventeen clerks were continued, the personal, social, and political pressure was so great that he would be obliged to employ and pay them, though he could find no employment for them.† Under a system of the evils of which this is but a specimen, could the head of any department, or even the President, act independently, and in fairness be held responsible for his administration of the public affairs committed to his charge? It had come to pass that the chief labor of the President and of the heads of departments, customs offices, and postoffices was rewarding the personal friends and punishing the personal foes of the leaders of the dominant faction of the dominant party. These, with all their retainers, appeared to the appointing officers, from the President down, in the first hours of power, and were always thereafter with them, requiring their attention in the consideration of demands for places. The presidency, under the system which the civil-service law system has in part superseded, was truthfully pictured in the report of the Senate committee on civil-service and retrenchment, made in May, 1882. The President was therein represented as anything but an

* Views of the minority of the committee on reform in the civil-service, House of Representatives, Forty-ninth Congress, first session, on House bill No. 1747, providing for the unconditional and absolute repeal of the civil-service act.

† Speech of Hon. George H. Pendleton, of Ohio, in the Senate of the United States, Tuesday, December 12, 1882, on the bill to regulate and improve the civil-service of the United States.

independent officer acting upon his responsibility to the people. The committee said:

He (the President) is compelled to give daily audience to those who personally seek place, or to the army of those who back them. He is to do what some predecessor of his has left undone, or to undo what others before him have done; to put this man up and that man down, as the system of political rewards and punishments shall seem to him to demand. Instead of the study of great questions of statesmanship, of broad and comprehensive administrative policy, either as it may concern this particular country at home or the relations of this great nation to the other nations of the earth, he must devote himself to the petty business of weighing in the balance the political considerations that shall determine the claim of this friend or that political supporter to the possession of some office of profit or honor under him.

The office of the Chief Magistrate has undergone in practice a radical change. The President of the republic created by the Constitution in the beginning and the Chief Magistrate of to-day are two entirely different public functionaries. There has grown up such a perversion of the duties of that high office, such a prostitution of it to ends unworthy the great idea of its creation, imposing burdens so grievous and so degrading of all the faculties and functions becoming its occupant, that a change has already come in the character of the government itself, which, if not corrected, will be permanent and disastrous. Thus hampered and beset, the Chief Magistrate of this nation wears out his term and his life in the petty services of party and in the bestowal of the favors its ascendancy commands. He gives daily audience to beggars for place and sits in judgment upon the party claims of contestants.

The Executive Mansion is besieged, if not sacked, and its corridors and chambers are crowded each day with the ever-changing but never-ending throng. Every Chief Magistrate since the evil has grown to its present proportions has cried out for deliverance. Physical endurance even is taxed beyond its power. More than one President is believed to have lost his life from this cause. The spectacle exhibited of the Chief Magistrate of this great nation feeding, like a keeper his flock, the hungry, clamorous, crowding, jostling multitude which daily gathers around the dispenser of patronage is humiliating to the patriotic citizen interested alone in national progress and grandeur. Each President, whatever may be his political associations, however strong may be his personal characteristics, steps into a current the force of which is constantly increasing. He can neither stem nor control it, much less direct his own course, as he is buffeted and driven hither and thither by its uncertain and unmanageable forces.

The necessity of good administration imperatively demands a change. Personal attention to considerations which should control executive action in the disposition of patronage and in the selection of officials is coming to be an impossibility, and political control as the guide to such action is coming to be fraught with demoralization and peril to the republic. The Executive must be lifted out of this current or be carried away by it.*

* Since the text was written, John G. Nicolay and John Hay, in their "Abraham Lincoln: A History," now in process of publication in "The Century Illustrated Monthly Magazine," have given the public an insight of the difficulties experienced by President Lincoln in the performance of the duty of making appointments under the patronage system at the commencement of his first term. In April, 1861, after the fleet intended to relieve Sumter had got to sea, and the work of enrolling militia for the defense of Washington was progressing satisfactorily, "Lincoln," say his biographers, "again set himself, during the brief respite, to the work of making the new appointments." The narrative proceeds as follows:

"The city was full of strangers; the White House full of applicants from the North. At any hour of the day one might see at the outer door and on the staircase one file going, one file coming. In the ante-room and in the broad corridor adjoining the

Independent in action the President was not, and the influences which, under the spoils system, usurped his high functions in the matter of appointments operated both directly and through him upon the heads of departments, of customs offices, and postoffices, and made them also the servants of political partisan managers, who filled the public service with their needy retainers, whose strongest claims to place were based upon their necessities and upon the efficiency with which they had served their political partisan masters. Mr. Windom is reported to have said that five-sixths of the applicants for office, while he was Secretary of the Treasury, based their demands not on merit or fitness or character, but on their poverty and incapacity otherwise to obtain a livelihood. "As a rule," said the Senate committee above quoted from, "such appointees are neither capable nor willing to render service to the government. They expect to repay personal influence by active political partisan service."

Executive officers restored to independence by the civil-service act.

Under the civil-service act this condition has practically ceased to exist in what is called the classified service. Since the passage of that law neither the President nor the head of any department has been beset as formerly by applicants for places; and by an amendment of the rules,* made by President Cleveland, the heads of classified customs offices and postoffices have also been relieved of much of the pressure for place that formerly, and even since the passage of the act, annoyed and perplexed many of them. Indeed, no application for any place in the classified service, except for a place therein excepted

President's office there was a restless and persistent crowd—ten, twenty, sometimes fifty, varying with the day and hour—each one in pursuit of one of the many crumbs of official patronage. They walked the floor; they talked in groups; they scowled at every arrival and blessed every departure; they wrangled with the door-keepers for right of entrance; they intrigued with them for surreptitious chances; they crowded forward to get even as much as an instant's glance through the half-opened door into the executive chamber; they besieged the representatives and senators who had privilege of precedence; they glared with envy and grumbled with jealousy at the cabinet ministers who, by right and usage, pushed through the throng and walked unquestioned through the doors. At that day the arrangement of the rooms compelled the President to pass through the corridor and the midst of this throng when he went to his meals in the other end of the Executive Mansion, and thus, once or twice a day, the waiting expectants would be rewarded by the chance of speaking a word or handing a paper direct to the President himself—a chance which the more bold and persistent were not slow to improve.

"At first Lincoln bore it all with the admirable fortitude acquired in western political campaigns. But two weeks of this experience on the trip from Springfield to Washington and six weeks more of such beleaguering in the executive office began to tell on his nerves. What with the Sumter discussion, the rebel negotiation, the diplomatic correspondence, he had become worked into a mental strain and irritation that made him feel like a prisoner behind the executive doors, and the audible and mending tramp of the applicants outside impressed him like an army of jailers."

* Rule IX requires that all applications for examination for places in the customs and postal branches of the classified service shall be made to boards of examiners, and not to the appointing or nominating officers.

from examination or a place that must necessarily be filled by non-competitive examination, need now be made. The person who desires public employment within the limits of the great majority of places covered by the civil-service rules need not now, as formerly, make application to the head of any department, customs office, or postoffice for a place and bring the influence of the influential men he is serving, or then promises to serve in some way, to bear upon the appointing officer. All that he need do now is to make application to have tested his qualifications for any place he may desire; and if, by the test applied, he is shown to be better qualified—if he thus obtain a better average on a scale of 100 than all his competitors, or if he attain a grade that places him among the highest four* of the competitors, his chances of appointment are good; for the rule requires the appointing officer to select for any existing vacancy under his authority one of the highest four in grade of the persons who have been shown by open examination, practical in its character, to be fit for that particular place. And this rule would be entirely equitable in its operations if appointing and nominating officers would not permit applications for classified places under their authority to be made to them. Under the civil-service-law system no such application—no application to any appointing or nominating officer for any place which must be filled by a citizen who has been tested competitively—should be permitted.

Thus it is made apparent that the spoils system of appointments to which the advocates of a repeal of the civil-service act are anxious to return, is obnoxious to the very objections urged by them so persistently against the system established by that law. The spoils system does, in fact, rob the President and every other appointing officer of his independence, and taking from him the appointing power bestows it upon a favored class of politicians, who generally use it not in the interest of the people but in furtherance of their own selfish desires and purposes. It must be obvious that, on the other hand, the civil-service-law system has, in some degree at least, compelled the restoration to the President of his constitutional authority of appointment which was usurped and for many years had been exercised by persons alien to the executive branch of the government. The civil-service-law system has restored the Presidency, in so far as the offices covered by that law are concerned, to independence of the debasing influences of the perverting and demoralizing patronage system. It must also be obvious that the civil-service-law system has, in much greater degree, restored within the classified service the conditions in relation to appointments to the civil service that in the beginning were created by the constitution and the laws passed in pursuance thereof—conditions which enable the heads of departments and other officials authorized to appoint subordinate officers to act in making such appointments independently of certain coercive influences unknown to the constitution, utterly without warrant of law,

* Under the rules in force March 1, 1884, only three competitors are certified to the appointing officer.

and in every respect demoralizing and injurious to the efficiency of the service. It is true that the patronage system is still strongly entrenched in parts of the civil-service, and that its clamorous devotees continue to crowd the ante-rooms of appointing officers; that in one department a bureau officer was lately so beset by pressure in the interest of a host of applicants for about one hundred unclassified places that he was glad to abandon his office, and that a high official in another department in which all the places compensated at less than \$900 per annum are below the classified service, is compelled to give all or nearly all his time to the consideration of demands that the occupants of those places shall be put out and other persons be put in. But nevertheless the fact is patent that a great change for the better has, by the operations of the new system, been effected in the civil-service; and certainly no candid person, who is not ignorant of certain well-known facts, doubts that if all the subordinate places within the executive civil-service were classified, and thus brought under the operations of the civil-service act, the Chief Executive could give his attention, undisturbed by place-demanding clamor, to questions of statesmanship, and that all other appointing officers could devote their time to their offices, and, unannoyed by the voice of influence urging the claims for place of worthiness or unworthiness, conduct all official affairs upon business principles, in the interest of the whole people, and not in that of party managers, great or small. Under the patronage system the independence of the Chief Magistrate and of every other appointing officer was lost. Under the civil-service-law system, extended to all parts of the subordinate civil-service, independence would be restored to every executive officer, from the President to the lowest, inclusive.

But it is said that the commissioners "by their examining boards apply theoretic, hair-splitting tests, unnecessary to the practical ascertainment of the fitness of applicants for the employment sought." Persons who have information on the subject of the tests made by the commission need not be told that this assertion has no foundation in fact. It is evidently the outgrowth of prejudice that has shut its ears and its eyes to the truth.

As a general rule, every test applied is necessary to the ascertainment of the fitness of the applicant for the place to which he desires an appointment; and this test is not made exclusively by the commissioners and their examiners. Neither is it exclusively an educational test.

Take for instance the test applied in the departmental service. It is divided into three parts: (1) The test of physical condition, experience, business capacity, and character; (2) the test of necessary ordinary educational acquirements, or of technical or special knowledge or skill; and (3) the test of practical experience in the very place to which appointment is desired.

The first test is made by certain questions addressed to the applicant. In his answers he is required to state upon oath the state or territory

of which he is a legal resident; how long he has resided therein; the town or city or county of which he is a resident; his postoffice address; the time and place of his birth; the kind of school at which he was educated; whether he has any defect of sight, hearing, speech, or limb; his place of abode and occupation; the name and postoffice address of his employer; length of stay with employer, and cause of leaving any employment. The statement concerning abode, occupation, etc., must be made for each of the three years immediately preceding the year in which the application for examination is made; and the applicant must also state his abode and occupation and the name and postoffice address of his employer at the time of making the application. In addition to this a statement concerning the applicant must be furnished by each of three citizens, residents of the state, and at least one of them a resident of the city, town, or county in which the applicant claims residence. Each of the persons making such statements must inform the commission, in his own handwriting and upon his honor, how long he has been acquainted with the applicant; whether he is related to him; whether the applicant has ever been in his employment; of what state the applicant is a resident; whether he is addicted to the use of intoxicating liquors; whether he is of good moral character and of good repute; whether there are any circumstances tending to disqualify him for the public service, and whether the maker of the statement would himself trust the applicant with employment requiring undoubted honesty, and would recommend him as such to his personal friends.

The second part is the test of necessary educational acquirements, or of technical or peculiar knowledge or special skill. For clerical places two examinations have been provided. For the clerical grade in which the highest salary is \$900 per annum—the grade designated in the classifications of the Department of the Interior, and in that of the Department of the Navy, as the grade of copyist—what is known as the limited (or copyist) examination is used. The competitor is required to write a paragraph which is dictated by an examiner; to copy a printed paragraph which is placed before him; to write twenty words which are dictated to him, the definition of each being given by the examiner; and to solve ten plain questions in arithmetic. He is also tested in penmanship. If he get a grade of 65 per cent. on these subjects he is declared eligible to any place in the grade of copyist. For the grade of clerk, a competitor must pass in orthography, penmanship and arithmetic, which includes the statement of an account. If he get 65 per cent. on these subjects he is eligible to any class in the grade of clerk. This examination also includes exercises in letter-writing, and in the elements of the English language, and of the geography and history of the United States; but if a competitor were to fail on all these, if he were to fail to answer all the questions on these subjects, and yet obtain 65 per cent. on orthography, penmanship, and arithmetic, his *name would be placed on the register of persons eligible to any place in the grade of clerk.* If an applicant desire an appointment as assist

examiner, copyist of mechanical drawings, or mechanical draughtsman in the patent office, a test is applied for the purpose of ascertaining his fitness for that particular place; and the test is always prepared by employes of the patent office, recommended to the commission by the Secretary of the Interior, and skilled in the work to be done. Or if a competitor desire an appointment as medical examiner or principal examiner in the bureau of pensions, he is tested for that particular place by experts recommended by the Secretary of the Interior. In short, for every place requiring certain qualifications a test of those particular qualifications is applied to every person who seeks an appointment thereto. And when the head of a department asks for special qualifications of any kind, the commission can as a general rule supply him with exactly what he asks for.

The third part is the test applied by probational appointment. A citizen makes application for examination for a place in a certain grade or class, and he then passes the second part of the test, and is declared to possess sufficient education, or enough skill or technical knowledge. Then, being in grade one of the four highest of the persons thus declared eligible to the vacant place, he is certified, and receives a probational appointment for a term of six months. He goes into the very place to which he seeks appointment; he enters upon the discharge of its duties, and in the discharge of those duties is observed by the appointing officer; if his conduct and capacity as thus tested prove satisfactory to the appointing officer, at the end of his six months of probation he receives an absolute appointment, an appointment to which no conditions are attached.

In this way the commission tests the qualifications of persons who desire to enter the public service, and certainly this method of testing qualifications can not be fairly designated as theoretic, or hair-splitting, or as unnecessary to the practical ascertainment of the fitness of applicants for the employment sought. Could any method more practical be devised? The applicant states under oath his experience and business qualifications, and reputable citizens of his acquaintance and neighborhood give to the appointing officer through the commission information concerning his character and reputation, and express their opinion of his qualifications. Then, by questions carefully prepared for the purpose, information is elicited concerning his possession of certain knowledge, skill, or acquirements that must be possessed by any person who occupies the place in relation to which the test is being applied. A vacancy occurring in this place, the appointing officer then asks for persons eligible to it, and to him are sent (1) the statement made by the eligible concerning himself; (2) the statements made by citizens concerning him, and (3) the papers upon which his scholastic acquirements, or other qualifications as to technical knowledge or special skill, were tested. The appointing officer is thus furnished with information that enables him to investigate the truth.

fulness of the statements made by and concerning the eligible, and determine the degree of his acquirements. The eligible's character and capacity, shown thus far in the examination, being satisfactory is appointed probationally, so that he may have an opportunity to prove by his conduct and by a manifestation of his capacity in the place he wishes to occupy that he is in fact in every way qualified for that particular place. The commission holds that, strictly speaking, the examination commences with the filing of the application paper, and ends only with the termination of the probational period; and the commission also claims that a more practical plan of fairly testing qualifications and capacity for the public service could not be suggested.

But it is said in objection at once to the latter part of the manner of its execution, that the examinations are held in only a few cities, at appointed times; that a great majority of the people have no knowledge of the times and places of such examinations, and that it is inconvenient and expensive to many of those who have notice to attend. This is a statement of facts. Section 3 of the civil-service law provides that where there are persons to be examined in any state or territory examinations shall be held therein at least twice a year. Under this section the commission provides yearly for examinations of every description to be held at certain places and designated times in every state and territory; and at Washington frequent examinations are held of citizens of the several states and territories who are sojourners in or temporary residents of the District of Columbia. Commencing on January 1, 1887, the commission during that year held in the several states and territories 137 examinations, and, besides these, held 37 at Washington. Exclusive of those that will be held at Washington, 149 examinations will be held during 1888, distributed among the states and territories as follows:

State or territory.	Number of examinations.	State or territory.	Number of examinations.	State or territory.	Number of examinations.
Alabama.....	3	Louisiana.....	4	North Carolina	
Arizona	1	Maine	3	Ohio	
Arkansas	3	Maryland	3	Oregon	
California.....	3	Massachusetts.....	3	Pennsylvania	
Colorado.....	2	Michigan	5	Rhode Island	
Connecticut	3	Minnesota	4	South Carolina.....	
Dakota	3	Mississippi	3	Tennessee	
Delaware	1	Missouri.....	5	Texas	
Florida	2	Montana	2	Utah	
Georgia.....	5	Nebraska	3	Vermont.....	
Idaho	1	Nevada	1	Virginia	
Illinois	5	New Hampshire ...	2	Washington	
Indiana	5	New Jersey.....	1	West Virginia.....	
Iowa	4	New Mexico.....	1	Wisconsin	
Kansas	2	New York.....	8	Wyoming.....	
Kentucky	3				

to any of these examinations any citizen who desires to be appointed any place in the classified departmental service may enter. When a request is made for a blank form of application, the commission sends the applicant with this blank form a schedule of the times and places which examinations will be held, and he is allowed to designate the time and place at which he will be examined. He is not restricted to examinations that are to be held in the state of his residence, but may attend any examination that is to be held in any other state. In the classified parts of the customs and postal services applicants are examined at the offices in which they desire appointment. Thus conveniently and inexpensively any citizen may, without asking permission as a favor, have his qualifications tested for any place within the operations of the civil-service law and rules.

misrepresentations concerning the forty-five years' limitation. "By the rules adopted," continue the advocates of the patronage system, "all persons over forty-five years, however well qualified and honorable, are absolutely barred from examination." This is not a correct statement.

By clause 2 of Rule XII it is provided: (1) That no one shall be examined for the classified departmental service who is under eighteen or over forty-five years of age; (2) that no one shall be examined for clerk or messenger in the classified customs service who is under eighteen or over forty-five years of age, and that no one who is under twenty-one or over forty-five years of age shall be examined for any other place in said service; (3) that no one shall be examined for messenger, stamper, or other junior place in the classified postal service who is under fourteen or over thirty-five years of age, and that no one who is under sixteen or over thirty-five years of age shall be examined for any other place in said service.

But clause 5 of Rule VII provides that the commission may order examinations to test capacity which may be needed in places in the classified departmental, customs, or postal service, which require peculiar information or skill, and that the maximum limitations of age referred to above, shall not apply to applicants for such examinations. Under this rule more than fifty examinations have been provided for different places in the classified departmental service alone, for applicants for which examinations the limitation of forty-five years of age does not apply. For instance, applicants for places requiring qualifications as book-keeper, type-writer, stenographer, translator, or proof-reader; as special examiner, medical examiner, or principal examiner in the bureau of pensions; as assistant examiner, mechanical draughtsman, or copyist of mechanical drawings in the patent office, or for positions in the Department of State, and also applicants for many places in the customs and postal services, are examined without reference to the forty-five years limitation. To the applicants for *such places as that of copyist, compensated at not over \$900*

per annum, and that of clerk, or letter-carrier, or messenger, in which physical qualifications must be considered, the maximum age limitation applies. Of 401 appointments made to the classified departmental service during the fiscal year 1886-'87, 71 were appointed from the limited (or copyist) register, and 120 from the general (or clerk) register, and to these only the forty-five years limitation applied. All the others—210 persons—were appointed without reference to the maximum age limitation; but only 17 of these were over forty-five years of age, and the average age of the others was about thirty years and nine months. These facts indicate that the maximum age limitation is unnecessary. They also suggest that since that limitation is unfairly used by perverting and misrepresenting opponents of the civil-service-law system, that having become a stumbling-block to the well-intentioned citizen, as well as a pretended offense to the patronage-system advocates, it should be abrogated.

The objection that the civil-service-law system tends towards a permanent office-holding community answered.

Another objection that is urged by unfair opponents against the civil-service-law system is that it tends towards a permanent office-holding community; that it was copied from the English system, under which a privileged class controls all the offices; that it is utterly at variance with our political institutions; that, ours being a government of the people, by the people, for the people, the competitive-examination system of appointments is not, therefore, in accord with the sentiment of democratic America.

This objection is foundationless, and it is illogical as well.

In what way does the civil-service-law system tend towards an office-holding community? How are offices controlled under it by a privileged class? There is not in the law any provision that justifies the belief that appointments to the classified service are life appointments; and certainly appointments are not, under the law and rules, made at the suggestion or upon the nomination of any privileged class. In respect to tenure, the civil-service act made no change from the patronage system, except to provide a probational term of appointment.

Before the passage of the law, how were appointments made? In that part of the executive civil-service not operated upon by the law, how are appointments now made? Was or is an appointment made under the patronage system ever made for a shorter time than the tenure of one made under the civil-service law?

In reply to these questions let the methods be considered by which two appointments might now be made in several of the departments. Take, for instance, two places in the Department of the Treasury, the salary of one being \$900 per annum, fixed by law, and the salary of the other \$900 per annum, fixed by the secretary. The inconsistent classification of that department would require an appointment to the *one place to be made* under the civil-service law and rules, and leave the *other to be made* in accordance with all the requirements of the *patronage system*.

In the first instance the humblest citizen, white or black, democrat or republican, whether of the north or of the south, might, unmindful of the influence of any person, say, "I believe I am qualified for that place; test me." In accordance with this request a test of his qualifications would be applied in competition with other citizens, each of whom had, without the permission of any member of any privileged class, also determined to seek the place upon his merits. If he should pass the test successfully, and be registered as one of the four competitors highest in grade, the appointing officer, with full information concerning his character, business qualifications, and scholastic and other requirements, might select and appoint him—not for life, but for a term of six months; in which time he would, in the actual performance of the duties of the place in question, be required to show that he was in every way qualified to efficiently, and that he would faithfully, perform those duties. At the end of six months he would receive what is called in the law and rules an absolute appointment, which is not, as is generally understood, a permanent appointment, but one to which the conditions applied by a probational appointment are not attached. He would not be appointed permanently any more than the clerks of any business house are appointed permanently.

Now, how would the appointment to the other place be made if made in accordance with all the requirements of the patronage system? Only a member of a particular party, and of a particular faction thereof, would ever think of applying for the place, and no member of the dominant party, and dominant faction thereof, who knew that he could not obtain the influence of prominent members of Congress, or of other members of his party—of members of the privileged class of office-dispensers—would venture to enter into competition for the place. But suppose a citizen, a member of the party in power, and of the controlling faction thereof, were anxious to obtain the place in accordance with the most approved methods of the patronage system. He would make a written application therefor addressed to the ostensible appointing officer, and from partial fellow-partisans get recommendations as to his qualifications and party services. These he would send to the member of Congress from his district, if he were of the member's party and faction; or he would send them to a senator of his own politics; or he might secure the services of a member of the dominant party to whom some influential congressman was under obligation. In some such way he might induce an influential partisan to conclude that he was fit for the place wanted; and thereupon this appointing influence would call upon the appointing officer and inform him of this conclusion, and of his desire to have the applicant appointed. The appointing officer would then, if he had not promised to permit some other member of the privileged class of office-dispensers to fill the vacant place, issue the order of appointment, and the applicant would take the place, not upon his merits, but because *or his friends had been, or might be, useful in furtherance of the per-*

sonal interests of a leader of a faction of a party. He would not be rewarded as a useful member of his party, but for the good service he had done, or might do, some politician endeavoring to get the better of some other member of his own party. He would not be appointed upon probation, but absolutely. His appointment would be as permanent as the one made under the civil-service law and rules.

Here in contrast are the two methods by which appointments are made under the two conflicting systems. Which is the better method? Certainly no one can say that an appointment thus made under the civil-service-law system, is made upon the suggestion or in the interest of any privileged class; and no one can truthfully say that an appointment made under the patronage system, as thus described, is not obnoxious to the objection that it is made in the interest of a privileged class, the members of which had, under our patronage system as it existed before it was disturbed by the enactment of the civil-service law, infinitely more power in the dispensing of offices to their retainers than the members of the house of lords ever had under the patronage system that formerly prevailed in England. And let it be observed that under neither the patronage system nor the civil-service-law system is an appointment made for life. Appointments under the one system are made in precisely the same way and upon the same terms as appointments are made under the other system; but the tenure of an appointee under the patronage system continues only in the discretion of the influential person of the privileged class who made the appointment, or until his faction or party lose power, while the tenure of an appointee under the civil-service-law system continues in the discretion of the appointing officer under whose eye the appointee daily performs his public duties. Under the patronage system a citizen who may desire to obtain public employment must say to some influential man of the dominant faction of the dominant party: "I want an office; help me to one." Under the civil-service-law system a citizen may conclude that he has qualifications for any office covered by the law and the rules, and as his right, which cannot be taken away by any influential man or for any partisan reasons, he may say: "I believe I am qualified for the place, and I therefore request that my fitness therefor may be tested by the same tests that are applied to all other citizens who desire appointment to this office." And thus competitively tested he stands or falls. Obtaining in the competition a grade that places him among the four highest of all who have competed for the vacant place, he has a chance to be selected by the appointing officer upon his own merits, and if selected and appointed he enters the office as the servant of the people and not as the henchman of a politician or as the servant of a party.

Thus it is made to appear that the civil-service-law system is in *accord with the sentiment of democratic America; that under it appointments are made by the people from among the people for the benefit of*

people; that under its operations public office becomes a trust, not conferred by personal influence or party favor, but, according to the fact well as the phrase, a public trust. And thus it is also made to appear that the patronage system was borrowed from England, at a time when a privileged class of that monarchy controlled and dispensed the offices of the realm; that under it the members of a privileged class, in the exercise of usurped powers, appoint their personal and party friends and kinsmen to offices from which they are dismissed whenever the dominant faction of a party, or the dominant party, is put out of power; that it is utterly at variance with the genius and spirit of our institutions, which will protest against the surrender to any party of the interests of the nation, and refuse to consent that this government shall ever become, what the patronage system developed into full fruition would make it, a government of the office-holders by office-givers for office-holders.

The objection that the law does not correct the inequalities of appointments is considered.

By section 2 of the civil-service act it is provided that appointments to the classified service of the departments at Washington shall be apportioned among the several states and territories and the District of Columbia upon the basis of population as ascertained at the last preceding census. There is no complaint that this has not been fairly done, or that the apportionment is not being equitably maintained; but because the commission cannot remedy the inequalities of apportionment that occurred before the enactment of the civil-service law, the advocates of the patronage system declare that the law should therefore be repealed! They admit that by the operations of the patronage system one state received one appointment to about every 3,625 of her citizens, while another state received one only to about every 26,530 of her citizens; that other states have suffered equal injustice; that it is well known that a large per cent. of the employees credited to the states most discriminated against in the past are not bona fide residents of such states. They also admit that by the operations of the civil-service law every state now receives its due proportion of appointments, and only bona fide residents are assigned to any state. But while making these admissions they point to the fact that the law which thus equitably distributes the appointments now being made does not provide any means by which the unequal distribution of appointments that occurred under the patronage system can be corrected, and they illogically assert that therefore the most direct way to substantial reform in this respect is by a repeal of the law, so that we may return to the system that created the inequalities which have been denounced on all sides as outrages upon justice. This statement carries on its face a reproach of this so-called argument in favor of the repeal of the civil-service law, and denounces this objection to the law as unworthy a reply.

The objection that the law is unconstitutional discussed.

All these and other objections are urged against the law; but the most serious objection of all, at least in the opinion of the opponents of the competitive system, is what they call its unconstitutionality. In urging this objection they declare that the President's power of appointment and removal with respect to executive offices is fixed by the constitution; and since the act in question seeks to limit this power, both directly by its own terms and indirectly by the rules established in pursuance of its provisions, it is not a valid law, and can only operate by virtue of executive acquiescence. In reply it may be said that the civil-service act does not limit the President's power of appointment. It leaves that power entirely undisturbed. The act and rules do not in their operation affect any place to which appointments are made by the President. All the places in the classified departmental and customs services, and nearly all those in the classified postal service, are filled by appointments made by the heads of departments in virtue of authority vested in them by law enacted under section 2 of Article II of the Constitution of the United States. In no way, either directly or indirectly, does the civil-service act limit the President's power of appointment. On the contrary, it confers upon him authority to prescribe the methods by which all appointments to the classified civil-service shall be made.

It may here be remarked that while the power of appointment by the President is not touched, both the power of appointment and removal vested by Congress in the heads of the departments have been limited by the civil-service act. No appointment to the classified service can now legally be made if not made in accordance with the civil-service law and rules; and no removal from the subordinate civil-service can legally be made in violation of any provision of the law or of the rules. The first part of this proposition is established as good in law by the decision of the Supreme Court of the United States, that the head of a department has no constitutional prerogative of appointment to offices independently of legislation by Congress, and that he must be governed by such legislation, not only in making appointments, but in all that is incident thereto.* It has been urged against the second part of this proposition that legislative restrictions of the power of removal are an infringement upon the constitutional prerogative of the executive.

Section 2 of Article II of the Constitution provides as follows:

The President * * * shall nominate, and by and with the advice and consent of the Senate, shall appoint ambassadors, other public ministers and consuls, judges of the supreme court, and all other officers of the United States whose appointments are not herein otherwise provided for, and which shall be established by law; but the Congress may by law vest the appointment of such inferior officers as they think proper, in the President alone, in the courts of law, or in the heads of departments.

* *In the Supreme Court of the United States. United States vs. Lyman B. Perkins. See Appendix, Part III, Exhibit 6.*

The Supreme Court of the United States has decided that when Congress, under this provision of the constitution, vests the appointment of inferior officers, such as clerks, in the heads of departments, it may prescribe the manner in which such appointments must be made, and may limit and restrict the power of removal as it deems best for the public interests. The constitutional authority of Congress to vest the power of appointment implies authority to not only prescribe the manner of making such appointments, but also to regulate the power of removal in its relation to the officers so appointed.

In what respects the power of removal has been limited by the act of 1883.

The power of appointment vested by Congress in the heads of departments has therefore been limited, in a constitutional way, by section 1753 of the revised statutes, which authorizes the President to prescribe regulations for ascertaining the fitness of applicants for admission to the civil-service, in respect to age, health, character, knowledge, and ability. And in strict accordance with the constitution, this power has been limited still further by the civil-service act, which provides that the fitness of applicants for any place in the classified service shall be determined by open, competitive examination, conducted under the supervision of three commissioners appointed by the President by and with the advice and consent of the Senate. And the civil-service act has also limited the power of removal by providing that no person serving in any department or office shall be removed because of his refusal (1) to contribute to a political fund or for a political purpose, or (2) to render political service; or (3) to permit the appointing officer, or any other person in the service, to coerce his political action. The object of Congress in thus limiting the power of appointment and removal was manifestly to divorce the subordinate offices of the government from politics and elections, and to make continuance in such offices dependent not upon party service but upon merit and good behavior.

This fact may be made more apparent by further consideration of some of the provisions of the law and of the rules.

The law provides that open competitive examinations shall be held by the commission; that these examinations shall be practical in their character, and so far as may be shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the places into which they seek to be appointed. In other words the commissioners are authorized to test fitness for places in the classified service. In the performance of this duty they may ask such questions and do such things as will fairly make the test authorized; but they may not ask any question or do anything that is not directly or indirectly necessary to this test. They may not therefore legally ask in any examination any question the answer to which would require the divulgement of the politics or political affiliations of the competitors. Upon this theory of the law, Rule VIII was made and

promulgated by the President The first provision of the rule is as follows :

No question in any examination, or proceeding by, or under, the commission or examiners, shall call for the expression or disclosure of any political or religious opinion or affiliation.

Rule VIII goes further than this and requires the commission and its examiners to discountenance all disclosures of or concerning the political opinions of any applicant for examination, or by or concerning any one whose name is on any register of the commission awaiting appointment.

This rule also provides that, if the political opinions or party affiliations of any person who is an applicant for or who has successfully passed an examination become in any way known, no discrimination shall, because of such opinions or affiliations, be made by the examiners, the commission, or the appointing power.

It follows that the meaning of the law is that entrance to the classified civil-service shall be made upon merit, without regard to political opinions or affiliations.

Having been appointed upon his merits as required by law, a citizen can not legally be dismissed from the classified service for the reason that he will not render political service in the interest of his official superiors, or act with them politically, or contribute in any way in furtherance of any political purpose in which they may be interested. He can not, in short, be legally dismissed for political partisan reasons.

Therefore an appointing officer would violate the law in appointing or in refusing to appoint an applicant because the applicant did or did not entertain certain political opinions or act with or in opposition to a certain political party; and he would also flagrantly violate the law if for partisan reasons he were to make dismissals from the classified service of persons of good behavior, competent, and faithful in the discharge of their duties.

Every objection made by the advocates of the patronage system of appointments to the civil-service-law system can, as has been herein demonstrated, be shown to be weak or dishonest, or both. And this

No amendment of any of the essential provisions of the law necessary.

system can no longer be regarded as tentative. Experience has proved it to be well adapted to the accomplishment of the purposes for which it was devised; and if it were better understood the people would not certainly patiently permit any suggestion that it should be abrogated. It is admitted that in probably not a few particulars the system might be amended to the advantage of the service, and to the greater accommodation of applicants; but the faults most complained of can not be attributed to the law, which is an act so excellent in every respect that any amendment of its essential provisions, no matter how well considered, would in all probability mar it. The faults that exist are in the rules, and as the necessities of the classified service in its several branches are developed, the rules may be amended to conform to such

ities. And thus the system can be perfected, and in its details adapted to all the differentiated needs of the executive civil-service, parts of which should speedily be included within the system by comprehensive revision of the existing classifications.

In this connection the commission may state that it has under consideration a complete revision of the rules and regulations. After careful deliberation upon every provision of the proposed rules, they will be submitted to the President for his approval; and it is believed that after receiving from his hand the emendations which his intimate knowledge of the system and of the needs of the service will suggest, they will be fully recognized as another important and a long step in the evolution of the establishment of the merit system upon the firm foundation of intelligent approval by the people. Some of the defects of existing rules which would be corrected by the proposed new rules may be mentioned.

For example, a violation, by an officer of the executive civil service, of the rules in force, or of sections 11, 12, 13, and 14 of the civil-service act relating to political assessments, is made by Rule XXIV good cause for removal; but such a rule is not sufficient. In unmistakable terms the rules should broadly declare dismissal from office as the penalty of willful violation of that provision of the law which prohibits the appointing officer from making or refusing to make an appointment for any political partisan reasons; and removal from office should also be the penalty inflicted upon appointing officers for dismissing a subordinate on account of his political opinions or affiliations; and certainly the rules should require the prompt removal from the service of every officer, or employé guilty of violating any of the provisions of what have been called the penal sections of the act.

It may be said that there is no way by which the reasons of the appointing officer for making either an appointment or a dismissal can be ascertained, and that a rule making removal from office a penalty of conscience of political partisan considerations in making appointments and dismissals would amount to nothing; but this objection is not worthy of consideration, for it is not an impossibility that cases may arise in which the appointing officer will be flagrant in the offense denounced; and either is it beyond probability that when the sentiment of the public shall have developed into a complete acceptance of the new system, and the demand that all appointments shall be made upon merit and all dismissals for cause shall have become general, the appointing officer will be required to make dismissals as well as appointments in some way that will give to supervising officers, if not to the public, facts which will develop in every case the reason for his action.

But there can be no controversy on the proposition that violations of sections 11, 12, 13, and 14, of the civil-service act, by officers, clerks, and employes of the executive civil service should be punished by removal.

from office. The law makes a violation of any provision of the sections referred to a misdemeanor punishable by fine or imprisonment, or both, and violations of these provisions are not difficult of detection. These sections, in so far as they refer to the officers, clerks, and employes of the departmental, customs, and postal branches of the civil service, are in substance as follows:

Every executive officer of the United States, and every clerk and employé of every department, branch, and bureau of the executive civil service is prohibited—

(1) From directly or indirectly soliciting or receiving, and from being in any manner concerned in soliciting or receiving, any assessment, subscription, or contribution for any political purpose whatever, from any officer, clerk, or employé of the United States, or of any department, branch, or bureau thereof, or from any person receiving any salary or compensation for moneys derived from the Treasury of the United States.

(2) From soliciting in any manner whatever, or receiving any contribution of money or any other thing of value, for any political purpose, in any room or building occupied in the discharge of official duties by any officer or employé of the United States, or in any navy-yard, fort, or arsenal.

(3) From discharging or promoting or degrading, or in any manner changing the official rank or compensation of any other officer or employé, or promising or threatening so to do, for giving or withholding or neglecting to make any contribution of money or other valuable thing for any political purpose.

(4) From directly or indirectly giving or handing over to any other officer, clerk, or person in the service of the United States, or to any senator or member of the House of Representatives or territorial delegate, any money or valuable thing on account of, or to be applied to, the promotion of any political purpose whatever.

Violations of these provisions of the law can not now be punished under any action taken by the commission; but if the rules should, as the proposed rules do, declare removal from office the penalty of any violation of them by any officer, clerk, or employé of the government, the commission would, under its authority to investigate concerning the facts of all matters touching the action of persons in the public service in regard to the execution of the act, be bound in duty to make investigations in relation to assessments and requests for, and collections, contributions, and payments of, money or any other valuable thing for political purposes and objects, and report guilty officers, clerks, and employes for removal from the public service.

In its first report the commission, in discussing the subject of assessments for political purposes, called attention to the fact that the sense of freedom of persons in the public service to pay or not to pay

political assessments had been greatly increased by the presence in the

Objections to political
associations of officials
stated.

of the sections to which reference has been made. At the present all fear of the political assessor has disappeared from among the assessors, clerks, and employes of the three branches of the executive civil-service. They are not now required to endure his hateful presence. Assessments by indirection have not been altogether discontinued, but if there are violations of any of the penal provisions of the law, they are violations of the provisions that no officer, clerk, or employe of any department, branch, or bureau of the executive civil-service shall be concerned in receiving any subscription or contribution for any political purpose whatever, and that no officer, clerk, or other person in the service shall give or hand over to any other officer, clerk, or person in the service any money or other valuable thing on account of, or to be applied to, the promotion of any political object whatever. It is, however, a safe assertion that, as a general rule, every violation of these provisions that has occurred has resulted, on the part of most of the offending persons, without intention of violating the law, from the fact that officials, clerks, and employes have been organized into political associations. No organization of public officials for political purposes, for semi-political purposes, can exist and collect initiation fees and dues, thus creating a fund out of which appropriations are made to further the purposes of the association, without frequent violations of that provision of the law which prohibits persons in the service from receiving from or paying to other persons, also in the service, any money or other valuable thing to promote political objects. Happily not many such associations are any longer in existence; and what the commission has heretofore said on this subject may be profitably repeated, as it would contribute to the public welfare, as well as to that of the members, if no party tests of membership were required by such associations. It is quite probable that this result will finally be reached; when adherents of different political parties, selected irrespective of party, have been doing the same public work side by side year after year, and they are very likely to see the absurdity of organizing themselves into political associations, and to challenge removal for obtrusive partisanship. The right of such officials to vote and freely express their opinions no one can question; but in the degree that they become prospective partisans they forget the proprieties of their positions and are likely to become poor public servants.*

*See President Cleveland's circular, "To the heads of departments in the service of the General Government," Appendix, Part III, Exhibit 7. See also, opinion of the Supreme Court of the United States in the matter of Newton Martin Curtis, petitioner, for a writ of habeas corpus. Petitioner was indicted and convicted in the United States Circuit Court for the Southern District of New York, for receiving money for political purposes from other employes of the government. Appendix, Part III, Exhibit 8.

APPENDIX.

PART I.

CIVIL-SERVICE ACT, RULES, AND REGULATIONS.

- EXHIBIT 1. Amended civil-service rules, superseded by revised rules of March 1, 1888 (147-155).**
- 2. Civil-service regulations, superseded by revised regulations of March 1, 1888 (156-163).**
 - 3. Civil-service act (164-167).**
 - 4. Revised civil-service rule—March 1, 1888 (168-185).**
 - 5. Revised civil-service regulations—March 1, 1888 (186-201).**
 - 6. Regulations governing promotions in the classified departmental service, applied to the Department of War May 7, 1887 (202-204).**
 - 7. Regulations governing promotions in the classified civil-service of the customs district of New York, in force January 4, 1887 (205, 206).**
 - 8. Classification (207-209).**
 - 9. Schedules of examinations—1887 (210-215).**
 - 10. Schedule of examinations—1888 (216-222).**
 - 11. Rules and regulations for the civil-service—1871 (223, 224).**

[EXHIBIT 1.]

AMENDED CIVIL-SERVICE RULES.

[These are the rules to which reference is made in the text of the report. They have been superseded by the rules promulgated by the President February 2, 1888, and in effect March 1, 1888. See pp. 168-185]]

In the exercise of the power vested in the President by the Constitution, and by virtue of the 1753d section of the Revised Statutes and of the civil-service act approved January 16, 1883, the following rules for the regulation and improvement of the executive civil-service are hereby amended and promulgated:

RULE I.

No person in said service shall use his official authority or influence either to coerce the political action of any person or body or to interfere with any election.

RULE II.

No person in the public service shall for that reason be under any obligation to contribute to any political fund, or to render any political service, and he will not be removed or otherwise prejudiced for refusing to do so.

RULE III.

It shall be the duty of collectors, postmasters, assistant treasurers, naval officers, surveyors, appraisers, and custodians of public buildings at places where examinations are to be held, to allow and arrange for the reasonable use of suitable rooms in the public buildings in their charge, and for heating, lighting, and furnishing the same, for the purposes of such examinations; and all other executive officers shall in all legal and proper ways facilitate such examinations and the execution of these rules.

RULE IV.

1. The commission may appoint boards of examiners as follows:

THE CENTRAL BOARD.—A board composed of seven members, who shall be detailed from the departments in which they are serving when appointed for continuous service at the office of the commission. This board shall mark such papers of examinations for admission to the departmental, customs, and postal services as the commission may direct.

DEPARTMENTAL SPECIAL BOARDS.—These boards shall mark such papers of special examinations for the departmental service as the commission may direct, and shall be composed of persons in the public service.

DEPARTMENTAL SUPPLEMENTARY BOARDS.—These boards shall mark the papers of such supplementary examinations for the departmental service as the commission may direct, and shall be composed of persons in the public service.

DEPARTMENTAL PROMOTION BOARDS.—One for each of the executive departments, of three members; and one auxiliary member for each bureau of the department for which the board is to act.

DEPARTMENTAL LOCAL BOARDS.—These boards shall be organized at one places in each state and territory where examinations for the departmenta are to be held, and shall each be composed of persons in the public service re the state or territory in which the board is to act.

CUSTOMS BOARDS.—One for each classified customs district, to be compose sons in the customs service in the district for which said board is to act. They shall conduct examinations for entrance to and promotions in the classified service, and shall mark such of the examination papers for that service as mission shall direct. They shall also conduct such departmental examination commission may direct.

POSTAL BOARDS.—One for each classified postoffice, to be composed of p the postal service at the postoffice in which said board is to act. These bos conduct examinations for entrance to and promotions in the postal service, mark such of the examination papers for that service as the commission ma They shall also conduct such departmental examinations as the commiss direct.

2. No person shall be appointed an examiner until after consultation commission with the head of the department or office in which the person desires to appoint is serving.

3. It shall be the duty of the head of any classified customs office or to promptly give written information to the commission of the removal or tion from the public service or of the inability or refusal to act of any in his office. And, on request of the commission, such officer shall state the persons in his office he regards as most competent to fill the vacancy, mention generally the qualifications of each person named by him.

4. The duties of an examiner shall be regarded as a part of his public du each examiner shall be allowed time during office hours to perform the d quired of him.

5. The commission may adopt resolutions which shall prescribe (1) the n organizing the boards of examiners, (2) the powers of each board, and (3) tl of the members thereof.

6. The commission may create additional boards of examiners and ma the membership of any board, and boards of examiners shall perform su appropriate duties as the commission may impose upon them.

RULE V.

There shall be three branches of the service classified under the civil-se (not including laborers or workmen, or officers required to be confirmed by the as follows :

1. Those classified in the departments at Washington shall be designat classified departmental service."

2. Those classified under any collector, naval officer, surveyor, or apprais customs district, shall be designated "The classified customs service."

3. Those classified under any postmaster at any postoffice, including that ington, shall be designated "The classified postal service."

4. The classified customs service shall embrace the several customs distric the officials are as many as fifty, now the following: New York City, N. Y.; Mass.; Philadelphia, Pa.; San Francisco, Cal.; Baltimore, Md.; New Orle Chicago, Ill.; Burlington, Vt.; Portland, Me.; Detroit, Mich.; Port Huron,

5. The classified postal service shall embrace the several postoffices w officials are as many as fifty, now the following: Albany, N.Y.; Baltimore, B ton, Mass.; Brooklyn, N. Y.; Buffalo, N. Y.; Chicago, Ill.; Cincinnati, Ohio land, Ohio; Detroit, Mich.; Indianapolis, Ind.; Jersey City, N. J.; Kansas C Louisville, Ky.; Milwaukee, Wis.; Minneapolis, Minn.; Newark, N. J.; New

Conn.; New Orleans, La.; New York City, N. Y.; Philadelphia, Pa.; Pittsburgh, Pa.; Providence, R. I.; Rochester, N. Y.; Saint Louis, Mo.; Saint Paul, Minn.; San Francisco, Cal.; Washington, D. C.

6. Whenever within the meaning of said act the clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, in any customs district, shall be as many as fifty, any existing classification for the customs service shall apply thereto, and when the number of clerks and persons employed at any post-office shall be as many as fifty, any existing classification of those in the postal service shall apply thereto; and thereafter the commission will provide for examinations for filling the vacancies at said offices, and the rules will be applicable thereto.

RULE VI.

1. There shall be open, competitive examinations for testing the fitness of applicants for admission to the service. Such examinations shall be practical in their character, and, so far as may be, shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the branch of the service which they seek to enter.

2. And for the purpose of establishing in the classified service the principle of compulsory competitive examination for promotion there shall be, so far as practicable and useful, such examinations of a suitable character to test the fitness of persons for promotion in the service; and the commission may make regulations, applying them to any classified department, customs office, or post office, under which regulations examinations for promotion shall be conducted and all promotions made; but until regulations made by the commission in accordance herewith have been applied to a classified department, customs office, or postoffice, promotions therein may be made upon any test of fitness determined upon by the promoting officer. And in any classified department, customs office, or postoffice in which promotions are made under examinations, as herein provided, the commission may, in special cases, if the exigencies of the service require such action, provide non-competitive examinations for promotion.

RULE VII.

1. The general examinations under the first clause of Rule VI for admission to the service shall be limited to the following subjects: 1st. Orthography, penmanship, and copying. 2d. Arithmetic—fundamental rules, fractions, and percentage. 3d. Interest, discount, and elements of book-keeping and of accounts. 4th. Elements of the English language, letter-writing, and the proper construction of sentences. 5th. Elements of the geography, history, and government of the United States.

2. Proficiency in any subject upon which an examination shall be held shall be credited in grading the standing of the persons examined in proportion to the value of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

3. No one shall be entitled to be certified for appointment whose standing upon a just grading in the general examination shall be less than sixty-five per centum of complete proficiency in the first three subjects mentioned in this rule, and that measure of proficiency shall be deemed adequate.

4. For places in which a lower degree of education will suffice, the commission may limit the examinations to less than the five subjects above mentioned; but no person shall be certified for appointment, under this clause, whose grading shall be less than an average of sixty-five per centum on such of the first three subjects or parts thereof as the examination may embrace.

5. The commission may also order examinations upon other subjects of a technical or special character, to test the capacity which may be needed in any part of the classified service which requires peculiar information or skill. Examinations hereunder may be competitive or non-competitive, and the maximum limitations of age

contained in the twelfth rule shall not apply to applicants for the same. The application for, and notice of, these special examinations, the records thereof, and the certification of those found competent, shall be such as the commission may provide for. After consulting the head of any department or office, the commission may from time to time designate, subject to the approval of the President, the positions therein for which applicants may be required to pass the special examination.

RULE VIII.

No question in any examination, or proceeding by, or under, the commission or examiners, shall call for the expression or disclosure of any political or religious opinion or affiliation, and if such opinion or affiliation be known, no discrimination shall be made by reason thereof by the examiners, the commission, or the appointing power. The commission and its examiners shall discountenance all disclosure, before either of them, of such opinion by or concerning any applicant for examination or by or concerning any one whose name is on any register awaiting appointment.

RULE IX.

All applications for regular competitive examination for admission to the classified civil-service must be made on blank forms to be prescribed by the commission.

Requests for blank forms of application for competitive examination for admission to the classified civil-service, and all regular applications for such examination, shall be made :

1. If for the classified departmental service, to the United States Civil-Service Commission at Washington, D. C.

2. If for the classified customs service, to the civil-service board of examiners for the customs district in which the person desiring to be examined wishes to enter the customs service.

3. If for the classified postal service, to the civil-service board of examiners for the postoffice at which the person desiring to be examined wishes to enter the postal service.

Requests for blank forms of application to customs and postal boards of examiners must be made in writing by the persons desiring examination, and such blank forms shall not be furnished to any other persons.

RULE X.

Every examining board shall keep such records, and such papers on file, and make such reports as the commission shall require ; and any such paper or record in the charge of any examining board or any officer shall at all times be open to examination as the commission shall direct, and upon its request shall be forwarded to the commission for inspection and revision.

RULE XI.

1. Every application, in order to entitle the applicant to appear for examination or to be examined, must state, under oath, the facts on the following subjects: 1st. Full name, residence, and postoffice address. 2d. Citizenship. 3d. Age. 4th. Place of birth. 5th. Health and physical capacity for the public service. 6th. Right of preference by reason of military or naval service. 7th. Previous employment in the public service. 8th. Business or employment and residence for the previous five years. 9th. Education. Such other information shall be furnished as the commission may reasonably require touching the applicant's fitness for the public service. The applicant must also state the number of members of his family in the public service, and *where employed*, and must also assert that he is not disqualified under section 8 of *civil-service act*, which is as follows: "That no person habitually using intoxica-

verages to excess shall be appointed to or retained in any office, appointment, or employment to which the provisions of this act are applicable." No person dismissed from the public service for misconduct shall be admitted to examination within one year thereafter, and no person not absolutely appointed or employed after probation shall be admitted to an examination within one year thereafter.

A person under enlistment in the army or navy of the United States shall be exempted under these rules, except for some place requiring special qualifications, with the consent in writing of the head of the department under which he is enlisted.

The commission may by regulations, subject to change at any time by the President, declare the kind and measure of ill health, physical incapacity, misrepresentation, or bad faith, which may properly exclude any person from the right of examination, grading, or certification under these rules. It may also provide for medical certificates of physical capacity in the proper cases; and for the appropriate certification of persons so defective in sight, speech, hearing, or otherwise, as to be temporarily disqualified for some of the duties of the part of the service which they enter.

RULE XII.

Every regular application must be supported by proper certificates of good moral character, health, and physical and mental capacity for doing the public work, the certificates to be in such form and number as the regulations of the commission shall prescribe; but no certificate will be received which is inconsistent with the tenth section of the civil-service act.

One shall be examined for admission to the classified postal service if under or over thirty-five years of age, excepting messengers, stampers, and other assistants, who must not be under fourteen years of age, or to the classified customs service, or to the classified departmental service, if under eighteen or over thirty years of age; but no one shall be examined for appointment to any place in the classified customs service, except that of clerk or messenger, who is under twenty-one years of age; but these limitations of age shall not apply to persons honorably discharged from the military or naval service of the country, who are otherwise qualified.

RULE XIII.

The date of the reception of all regular applications for the classified departmental service shall be entered of record by the commission, and of all other regular applications by the proper examining boards of the district or office for which they are made; and applicants, when in excess of the number that can be examined at a single examination, shall, subject to the needs of apportionment, be notified to appear in order on the respective records. But any applicants in the several states and territories for appointment in the classified departmental service may be notified to appear for examination at any place at which an examination is to be held, either in any state or territory, or in Washington, which shall be deemed most convenient for them.

The commission is authorized, in aid of the apportionment among the states and territories, to hold examinations at places convenient for applicants from different states and territories, or for those examination districts which it may designate and which the President shall approve.

The commission may, by regulation, provide for dropping from any record the names of applicants whose names have remained thereon for six months or more without having reached in due course for notification to be examined.

RULE XIV.

Those examined shall be graded, and shall have their grade marked upon a register kept for that purpose previously thereon, in the order of their excellence as shown by their ex-

amination papers, except that those from the same state or territory may be entered upon the register together, in the order of relative excellence, to facilitate apportionment. Separate registers may be kept of those seeking to enter any part of the service in which special qualifications are required.

RULE XV.

The commission may give a certificate to any person examined, stating the grade which such person attained, and the proficiency in the several subjects, shown by the markings.

RULE XVI.

1. Whenever any officer having the power of appointment or employment shall so request, there shall be certified to him, by the commission or the proper examining board, four names for the vacancy specified, to be taken from those graded highest on the proper register of those in his branch of the service and remaining eligible, regard being had to any right of preference and to the apportionment of appointments to states and territories; and from the said four a selection shall be made for the vacancy. But if a person is on both a general and a special register he need not be certified from the former, except at the discretion of the commission, until he has remained two months upon the latter.

2. These certifications for the service at Washington shall be made in such order as to apportion, as nearly as may be practicable, the original appointments thereto among the states and territories and the District of Columbia, upon the basis of population as ascertained at the last preceding census.

3. In case the request for any such certification or any law or regulation shall call for those of either sex, persons of that sex shall be certified, otherwise sex shall be disregarded in such certification.

4. Subject to the other provisions of this rule persons eligible on any register shall be entitled to three certifications only, to the same officer; but, with his request, in writing, there may be a fourth certification of such persons to him, when reached in order. No one shall remain eligible more than one year upon any register except as may be provided by regulation; but these restrictions shall not extend to examinations under clause 5, of Rule VII. No person while remaining eligible on any register shall be admitted to a new examination, and no person having failed upon any examination shall within six months thereafter be admitted to another examination, without the consent of the commission.

5. Any person appointed to or employed in any place in the classified service, who shall be dismissed or separated therefrom without fault or delinquency on his part, may be re-appointed or re-employed in the same department or office at a grade for which no higher examination is required than for the position he last held, within one year next following such dismissal or separation, without further examination, on such certification as the commission may provide.

RULE XVII.

1. Every original appointment or employment in said classified service shall be for the probationary period of six months, at the end of which time, if the conduct and capacity of the person appointed have been found satisfactory to the officer having the duty of selection, the probationer shall be absolutely appointed or employed, but otherwise be deemed out of the service.

2. Every officer under whom any probationer shall serve during any part of the probation provided for by these rules shall carefully observe the quality and value of the service rendered by such probationer, and shall report to the proper appointing officer, in writing, the facts observed by him, showing the character and qualifications of such probationer, and of the service performed by him; and such reports shall be preserved on file.

3. Every false statement knowingly made by any person in his application for examination, and every connivance by him at any false statement made in any certificate which may accompany application, and every deception or fraud practiced by him or by any person in his behalf and with his knowledge to influence his examination, certification, or appointment, shall be regarded as good cause for refusing to certify such person or for the removal or discharge of such person during his probation or thereafter.

RULE XVIII.

Every head of a department or office shall notify the commission of the name of every person appointed to, or employed in, the classified service under him (giving the date of the appointment and the designation of the office or place) from those examined under the commission; and shall also inform the commission of the date of any rejection or final appointment or employment of any probationer, and of the promotion, removal, discharge, resignation, transfer, or death of any such person after probation. Every head of any office in the postal or customs service shall give such information on these subjects to the board of examiners for his office as the regulations of the commission may provide for.

RULE XIX.

There are excepted from examination the following:

1. The confidential clerk or secretary of any head of a department or office. 2. Cashiers of collectors. 3. Cashiers of postmasters. 4. Superintendents of money-order divisions in postoffices. 5. The direct custodians of money, for whose fidelity another officer is under official bond, and disbursing officers having the custody of money, who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier or teller. 6. Persons employed exclusively in the secret service of the government, or as translators, or interpreters, or stenographers. 7. Persons whose employment is exclusively professional; but medical examiners are not included among such persons. 8. Chief clerks, deputy collectors, deputy naval officers, deputy surveyors of customs, and superintendents or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place, without an examination under the commission, which examination shall not take place within six months after entering the service.

RULE XX.

If the failure of competent persons to attend and be examined, or the prevalence of contagious disease or other sufficient cause, shall make it impracticable to supply in due season for any appointment the names of persons who have passed a competitive examination, the appointment may be made of a person who has passed a non-competitive examination, which examination the commission may provide for; but its next report shall give the reason for such resort to non-competitive examination.

RULE XXI.

1. No person, unless excepted under Rule XIX, shall be admitted into the classified civil-service from any place not within said service without an examination and certification under the rules; with this exception, that any person who shall have been an officer for one year or more last preceding, in any department or office, in a grade above the classified service thereof, may be transferred or appointed to any place in the service of the same without examination.

2. No person who has passed only a limited examination, under clause 4 of Rule VII, for the lower classes or grades in the departmental or customs service, shall be appointed or be promoted within two years after appointment to any position giving a salary of \$1,000 or upwards without first passing an examination under clause 1 of

said rule, and such examination shall not be allowed within the first year after appointment.

3. But a person who has passed the examination under said clause 1, and has accepted a position giving a salary of \$900 or less, shall have the same right of promotion as if originally appointed to a position giving a salary of \$1,000 or more.

4. The commission may at any time certify for a \$900 or any lower place in the classified service any person upon the register who has passed the examination under clause 1 of Rule VII, if such person does not object before such certification is made.

5. The provisions of this rule relating to promotions shall cease to be operative in any classified department, customs office, or postoffice, when regulations for promotion have been applied thereto by the commission under the authority conferred by clause 2 of Rule VI.

RULE XXII.

Any person in the classified departmental service may be transferred and appointed to any other place therein upon the following conditions:

1. That he is not debarred by clause 2 of Rule XXI.

2. That the head of a department has, in a written statement to be filed with the commission, requested such transfer to a place in said department to be designated in the statement.

3. That said person is shown in the statement, or by other evidence satisfactory to the commission, to have been during six consecutive months in such service since January 16, 1883.

4. That such person has passed at the required grade one or more examinations under the commission which are together equal to that required for the place to which the transfer is to be made. But any person who has for three years last preceding served as a clerk in the office of the President of the United States may be transferred or appointed to any place in the classified service without examination.

RULE XXIII.

The Civil-Service Commission will make appropriate regulations for carrying these rules into effect.

RULE XXIV.

Every violation, by any officer in the executive civil-service, of these rules, or of the 11th, 12th, 13th, or 14th section of the civil-service act, relating to political assessments, shall be good cause for removal.

SPECIAL RULE No. 1.

Any person who was employed on or before the 16th day of January, 1883, in an executive department at Washington in a position not included in the classified service in said department, but who was at that date exclusively engaged in the duties of a clerk or copyist and who has since been continuously so engaged, may, in the discretion of the head of the department, be treated as within the classified service in the department in a grade corresponding to such duties; provided such person has either already passed an examination under the civil-service rules, or shall pass an appropriate competitive or non-competitive examination thereunder at grade of 65 per cent. or upwards.

Approved June 12, 1884.

SPECIAL RULE No. 2.

The names of all persons who shall have successfully passed their examination under the civil-service rules previous to July 16, 1884, may remain on the register of persons eligible for appointment two years from the date of their respective registrations, unless sooner appointed.

Approved July 18, 1884.

SPECIAL RULE NO. 3.

ments to the 150 places in the pension office provided to be filled by the act of July 7, 1884, except so far as they may be filled by promotions, must be separately apportioned by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly and the qualifications of the applicants will permit.
Approved July 22, 1884.

SPECIAL RULE NO. 4.

ments to the 150 places in the pension office provided to be filled by the act of July 3, 1885, except so far as they may be filled by promotions or transfers, must be separately appointed by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly and the qualifications of the applicants will permit.
Approved July 16, 1885.

SPECIAL RULE NO. 5.

Rule No. 2 approved July 18, 1884, is hereby revoked. All applicants on the register for the postal or customs service who, on the first day of November 1885, shall have been thereon one year or more, shall, in conformity with rule 16, be eligible for appointment from such register.
Approved October 1, 1885.

[EXHIBIT 2.]

CIVIL-SERVICE REGULATIONS.

[These are the regulations to which reference is made in the text of report. They have been superseded by regulations in effect March 1, 1888. See pp. 186-201.]

The United States Civil-Service Commission, acting under the authority of the civil-service act of January 16, 1883, and the rules promulgated by the President, makes the following regulations:

CHIEF EXAMINER.

Regulation 1. The chief examiner shall, as far as directed by the commission, attend the examinations held by the several boards of examiners. He shall take care to secure accuracy, uniformity, and justice in all their proceedings, which shall at all times be open to him; but leaving the duty of the examiners, in marking and grading those examined, unimpaired. The commission will, in its discretion, designate one of its own members, or request the detail of a suitable person, to supervise examinations whenever deemed needful.

Regulation 2. He shall prepare and submit to the approval of the commission proper forms and questions. He shall take care that the rules and regulations relating to his duties are complied with, and bring every case of injustice and irregularity observed by him to the attention of the commission. He shall take such part as the commission shall assign him in the work at Washington. It shall be his duty to confer, from time to time, with the heads of the postal and customs offices which he officially visits concerning the regularity, sufficiency, and convenience of the examinations for the service under them.

SECRETARY.

Regulation 3. The secretary shall keep the minutes of the proceedings of the commission and have charge of and be responsible for the safe-keeping of the books, records, papers, and other property in its office. He shall make the proper certification of those eligible for the departmental service. He shall generally conduct the correspondence of the commission and perform such other appropriate duties as it may assign to him.

BOARDS OF EXAMINERS.

Regulation 4. The general board of examiners for the departmental service shall consist of three persons from the Treasury Department, two from the War Department, one from the Navy Department, two from the Postoffice Department, two from the Interior Department, one from the Department of Justice, one from the Department of Agriculture, and such members as the commission may designate. But any members, not less than three, may be designated by the commission to constitute the acting examining board for any examination, general, special, or supplementary.

The secretary of the board of examiners for the departmental service shall keep a record of its proceedings and have charge of its papers.

Regulation 5. In case of examinations to be held at other places than those having a classified service, the commission will designate an examining board for that purpose.

Regulation 6. For each post office, the board of examiners shall consist of not less than three nor more than five persons.

Regulation 7. The general board of examiners for each customs district shall consist of two or more persons selected from the office of the collector, and one or more from each of the other customs offices which are subject to the rules; but if there be no office subject thereto except that of the collector, the examiners shall be selected from his office: *Provided*, That no such board shall have more than nine members.

Regulation 8. Three examiners may serve as a board for conducting any examination; and the examiners for any customs district or postoffice will, subject to the direction of the commission, determine which three shall hold any examination, taking care that, if an examination is wholly or mainly for any office, one or more of the examiners from that office shall be on the acting board. In case of a failure or disagreement as to which three shall be the board for any examination, the commission or chief examiner shall designate the local examiners who shall serve. In case of the disability or absence of one of the three examiners constituting any board, the other two may conduct the examination.

DUTIES OF EXAMINING BOARDS.

Regulation 9. Each examining board shall have a chairman and secretary, to be selected by the commission. It shall be the duty of the secretary to keep a complete record of the proceedings of the board and of all examinations held. He shall also keep the record of applicants and examinations, and the register of persons eligible for appointment, and all other records required. He shall have charge of all books and papers belonging to the board and shall be responsible to the commission for their safe-keeping. On application of the proper appointing officer, he shall certify to such officer, in conformity to the rules and the directions of the commission, the names of the four persons of highest grade remaining on the register, except in such cases as the commission may otherwise direct. He shall also answer all proper requests for application blanks, and send due notifications to applicants to be examined, and shall give all other notices required.

Regulation 10. Neither the commissioners nor any examiner or other persons serving under them shall attempt to control or influence, in any manner, appointments, removals, or promotions; nor can they receive or transmit to appointing officers any letters of request, certificates, or recommendations other than those provided in the application paper; and all such unauthorized letters, certificates, and recommendations must be deposited with the commission.

Regulation 11. Care must be taken by the examiners to preserve order, and not to allow such visitors as they may admit, nor any conversation or other cause, to obstruct or distract those being examined.

Regulation 12. Examiners must not disclose, unless by consent, the names of those examined, or the grade they obtain. The relative standing of persons on the registers of eligibles must not be disclosed to any person without the consent of the commission, as such disclosure may work a defeat of the purpose of the law in excluding influence and in securing the appointment of the most worthy.

Regulation 13. The board of examiners for each office or district must promptly notify the commission of the need of holding an examination in and for such office or district, and may suggest a time for the same, but subject to any change the commission may find it necessary to make for the more convenient and effective discharge of its duty to see that the examinations are accurate, uniform, and just. The notice must state under which clause or clauses of Rule VII the applicants are to be examined, and must, when practicable, be given at least twenty days before the time appointed therein for the examinations.

DUTIES OF HEADS OF OFFICES.

Regulation 14. The head of each post-office and of each customs office, to which the rules are applicable, should inform the local board of examiners of probable va-

cancies, that examination for filling them may be held in due season, and (as contemplated by rule 13) should promptly inform the board of examiners for his office of the name of every person refusing an appointment or employment, or who shall be appointed to or employed in the classified service under him (giving the date of the appointment and the designation of the office or place), and of the name of every person rejected or finally appointed or employed after probation, including the date thereof, and of the promotion, removal, discharge, resignation, transfer, or death of every such person.

Regulation 15. Whenever any officer in the customs or postal service to whom a certification has been made shall object in writing to any person in such certification because of ill-health or physical incapacity, specifying the same, the person so objected to shall furnish such officer a certificate of the nearest medical officer of the revenue marine or marine hospital service, or other physician approved by the secretary of the board of examiners, declaring him physically competent for the position sought; in the case of failure to furnish such certificate another name shall be substituted in the certification. Such certification shall count as one of the three due such person. All such cases shall be reported promptly to the commission.

Regulation 16. The secretary of the board of examiners must sign and deliver to the applicant objected to the appropriate blank form, addressed to the proper medical officer or selected physician, for such applicant to take to that officer for the purpose of procuring the required certificate, and such applicant shall be allowed three days after such delivery to him to furnish the completed certificate.

EXAMINATIONS.

Regulation 17. Notices in writing should be mailed to applicants for examination in the postal and customs service at least eight days before the examination, and they shall clearly specify the place and the time, including the hour, of holding the same.

Regulation 18. All competitive examinations for admission to the civil service shall be in writing with ink, except that tests of physical qualities or expertness may be added as the commission shall approve.

Regulation 19. The examination sheets will commonly be given out in the order of their numbers; each, after the first, being given only when the applicant shall return the examiners the last sheet taken by him. In case of the accidental spoiling of a sheet a duplicate may be given in its place.

Regulation 20. Not more than ten questions shall be given in any subject, except in special examinations. Care shall be taken that the time allotted for the examination shall be reasonably sufficient for answering the questions.

In general no competitive examination shall occupy more than five hours, except in the case of special examinations.

Regulation 21. The examination papers of each applicant shall be marked only with a number, and his name with his number shall be placed in a sealed envelope, which shall not be opened until after his papers are marked.

POSTAL EXAMINATIONS.

Regulation 22. The examinations for clerks in the postal service shall embrace suitable questions in the *first, second, fourth, and fifth* subjects mentioned in clause 1, rule 7.

The examinations for *carriers* shall embrace suitable questions in the *first and second* subjects, and in the *geography* of the *fifth*.

Examinations for *porters, pilers, stamp-boys or junior clerks, and messengers*, or other *employés* whose work is chiefly manual, may be limited to the *first and second* subjects, including only the four elementary rules of arithmetic.

CUSTOMS EXAMINATIONS.

Regulation 23. The examinations for clerks, including store-keepers, in the customs service, shall embrace the five subjects mentioned in clause 1, Rule VII.

Examinations for inspectors shall embrace suitable questions in the *first*, *second*, *fourth*, and geography of the *fifth* subjects.

Examinations for night inspectors and messengers may be limited to the *first* and *second* subjects.

Examinations for weighers and gangers shall embrace the *first* and *second* subjects, and such additional practical and theoretical questions and tests as the commission may direct.

Examinations for examiners may embrace the *first*, *second*, and *fourth* subjects, and such supplementary technical subjects as may be needed in each case.

FRAUDS AND DISQUALIFICATIONS.

Regulation 24. Every examiner will exercise all due diligence to secure fairness, and to prevent all collusion or fraud in the examinations.

In case the board of examiners shall find that any applicant has made material misrepresentations of facts for the purpose of securing an examination or preference, or has been guilty of bad faith or fraud, either during an examination or in order to cause advantage or prejudice to any applicant, and also in case *prima facie* evidence shall be presented to the board of examiners that any person on a record is, by reason of criminal, infamous, or profligate conduct, not a fit person to be examined or marked, or, if on a register, to be certified, it will be the duty of the board to report upon the matter fully and promptly to the commission, and the marking, grading, or certification of such person may be suspended pending the action of the commission upon the subject.

Regulation 25. Upon such report to the commission, or such evidence otherwise appearing before it, the commission will make the proper investigation and give appropriate direction to the board of examiners.

Regulation 26. In case a person upon any register shall, by reason of ill health or physical incapacity, become manifestly disqualified for the service for which he or she is registered, the commission may direct that such person be not certified; and the commission must be promptly informed by the proper examining boards of each case of such disqualification.

Regulation 27. The commission will promptly hear any explanation or objection which the applicant affected by such suspension or refusal of an examination, marking, or certification may wish to present, and will facilitate any appropriate appeal he or she may make.

CERTIFICATION OF PERSONS DEFECTIVE IN SIGHT, SPEECH, ETC.

Regulation 28. A person so defective in sight, speech, hearing, or otherwise as to be apparently disqualified for some of the duties of the part of the service which he or she seeks to enter, may, after their names have been reached on the register, be placed on certification from time to time in addition to the proper number of names thereon in the usual course; the nature of the defects to be plainly noted on the certification.

MARKING AND GRADING.

Regulation 29. The examination papers shall, so far as practicable, be reviewed separately by each examiner who takes part in the marking, and in any case of disagreement the average of the markings, to be made on the papers by all, shall be the final marking on each question, subject to the regulation as to revision.

Regulation 30. To determine the standing of the applicant in any subject, credit each answer in proportion to its completeness and accuracy according to the directions prescribed for each subject; the perfect answer being credited 100. Divide the sum of the credits by the number of questions upon the subject; the quotient will be the applicant's standing in that subject.

Regulation 31. To determine whether any applicant has reached an average standing of 65 per centum in the first two or the first three subjects, add the figures marking the applicant's standing in each; divide their sum by the number of the subjects, and the quotient will be the average standing therein.

Regulation 32. No applicant is entitled to go upon the register of those eligible for appointment, whose average standing upon the first three subjects, or such parts thereof as are covered by the examination, is below 65 per centum; therefore, when the marking has been carried so far as to show such average standing to be below 65 per centum, it need not be carried further. If the examination includes no part of the fourth or fifth subject, such average standing will be the general average to be entered on the register.

The following example illustrates these directions :

First subject.	Credit to each question.	Second subject.	Credit to each question.	Third subject.	Credit to each question.	Fourth subject.	Credit to each question.	Fifth subject.	Credit to each question.
Question 1.	80	Question 1..	40	Question 1..	70	Question 1..	60	Question 1..	60
Question 2.	45	Question 2..	90	Question 2..	45	Question 2..	50	Question 2..	90
Question 3.	71	Question 3..	74	Question 3..	90	Question 3..	35	Question 3..	80
Question 4.	50	Question 4..	56	Question 4..	75	Question 4..	90	.....	.....
Question 5.	65	.....	.....	Question 5..	100	Question 5..	100	.....	.....
	311		260		390		335		290
Divide									
standings									
by num-	5		4		5		5		3
ber ques-									
tions.	62.2		65		78		67		76.66

The grade at which the applicant in this case will go upon the register is, therefore—

62.2 + 65 + 78 + 67 + 76.66 = 348.86.

$\frac{348.86}{5} = 69.77$, general average.

Regulation 33. To whatever number of subjects the examination may extend, the general average will be ascertained by dividing the sum of the standings in each of the subjects by the number of subjects.

Regulation 34. Every example, though it be a case of dictation or copying, is regarded as a question under these regulations, and, although only a portion of the topics included in a subject under rule 7 is embraced in the examination, it will, for the purpose of the marking, be treated as a subject.

COMPLAINTS AND APPEALS.

Regulation 35. Complaints which show injustice or unfairness on the part of any examining board, or any one acting under the commission, or any error in marking, will be considered by the commission, and if necessary it will revise the marking and grading on the papers, or order a new examination, or otherwise do justice in the premises.

In case any action of the commission is desired, the complaint or appeal must be made within ten days of the notice of standing, and must specify particularly the matter complained of, together with the details of objection.

NON-COMPETITIVE EXAMINATIONS UNDER RULE 20.

Regulation 36. In case the necessity shall exist at any office or department for holding a non-competitive examination under Rule 20, the following conditions shall be observed:

The commission shall be immediately notified of such necessity and of the grounds thereof, showing that it is impracticable to supply in due season for any appointment

the names of persons who have passed a competitive examination, by reason of the failure of competent persons to attend and be examined, or the prevalence of contagious disease, or other sufficient cause.

Regulation 37. If the commission shall not disapprove the holding of a non-competitive examination, the secretary of the commission at Washington, or of the examining board for any postoffice or customs district, shall notify for such examinations any persons whose names may be on the record as applicants for places analogous to those to be filled, and whom the exigency of time may allow to be notified, not less in number than the vacancies and places to be provided for.

Regulation 38. If the number of applicants on the record be insufficient to furnish such supply then the examining board, or in its absence the secretary, may notify other suitable persons, nominated by said board or secretary, upon consultation with the head of the office, who, taken together with said regular applicants notified, shall, if practicable, be not less in number than four to each place to be filled. The persons selected for appointment or employment shall be required to make oath to the proper application paper before entering upon their official duties.

Regulation 39. The non-competitive examination shall conform as nearly as practicable, in subjects, questions, and marking, to the competitive examinations of the same grade; but no person shall be appointed under such non-competitive examination whose average standing upon the first three subjects, clause 1, rule 7, or such parts thereof as may be used, is less than 65 per centum: *Provided*, There are those who pass at or above that grade from whom the places can be filled.

Regulation 40. The names of all persons passing the examination shall be certified to the proper officer, and the existing vacancies shall be filled therefrom; but no person by reason of such non-competitive examination shall be appointed at any other time than during such exigency or to any other vacancy or place.

Regulation 41. A record shall be kept by the local examining board, and by the secretary of the commission at Washington, of the persons thus notified, examined, and appointed or employed, and copies of notices and the examination papers shall be preserved; and said board shall, after each such examination and appointment, make full report to the Civil-Service Commission of all the facts.

In case a majority of the commission may not be present when an examination hereunder may need to be held at Washington, the same may be conducted under the charge of the chief examiner and any two members of the board of examiners.

SPECIAL EXAMINATIONS.

Regulation 42. Special boards of examiners for special examinations under clause 5, rule 7, for the departmental service, shall be constituted as follows: A board of not exceeding five members for the Patent Office, a board of not exceeding seven members for the Pension Office, and boards of three members each for the State Department, the Signal Office, the Geological Survey, and for book-keepers. Each special board shall mark all the papers of applicants examined for its part of the service, and shall be subject to the regulations prescribed by the commission for the general examining boards as far as they are applicable.

Regulation 43. Applications for any special examination must be made in the form prescribed by the commission, and must be accompanied by certificates as required in the case of ordinary applications. The minimum limitations of age shall be the same as those prescribed by rule 12 for the several branches of the service, but no maximum limitations shall be required except such as the commission may from time to time prescribe. Special boards of examiners will be designated by the commission when needed.

Regulation 44. Whenever a special examination is to be held, notice in writing, specifying the time and place of the examination, shall be sent to a suitable number of the applicants, in the order of their application for the same, in time to allow attendance.

Regulation 45. Each special examination shall include the subjects both obligatory and optional, approved by the commission therefor, and no applicant shall be entered upon any special register of eligibles whose general average upon the obligatory subjects shall be less than 65 per centum. Each optional subject shall be marked by itself, and entered separately upon the register.

Regulation 46. A special record of applicants and a special register of eligibles shall be kept for each office or part of the service requiring special examinations; and when the commission or the proper examining board shall be notified by the appointing officer of a vacancy in such office, certification shall be made to him of the names of the four persons graded highest on the special register of eligibles for the same, or of a different number when good reasons, approved by the commission, may require; and a person may be certified more than twice to the same department or office from a special register, when the commission shall so direct. In case the notice of vacancy shall contain a request for persons having a knowledge of one or more of the optional subjects, the certification may be made of those graded highest in the subject or subjects required.

Regulation 47. In case any person whose name stands on both a general and a special register shall be appointed from the former, the commission may, in its discretion, retain him on, and certify him for appointment from the latter.

Regulation 48. In case that competent special applicants do not apply, or do not appear for a competitive examination after suitable notice, a non-competitive examination may be held when the public need requires, in as near conformity as may be to the regulations provided for other non-competitive examinations for admission to the service.

SUPPLEMENTARY EXAMINATIONS.

Regulation 49. Supplementary examinations in subjects not enumerated in clause 1, rule 7, of which a knowledge is required in the public service, will be held in addition to the general and limited examinations for the departmental service, and when such knowledge is claimed, in any application paper for either the general or limited examination, the applicant may be admitted to the supplementary examination without filing another application paper.

Regulation 50. Each applicant who has passed the examination in any supplementary subject shall be placed upon the proper supplementary register, provided such applicant has obtained the required grade in the general or limited examination, and may also be placed upon the general register according to standing in the general subjects respectively, if otherwise eligible.

Regulation 51. Whenever any request for a certification shall require persons acquainted with either of these subjects, four persons standing highest on the supplementary register in the subjects named, or a different number, as may be ordered, shall be certified.

Regulation 52. Boards of examiners for supplementary subjects shall be constituted as follows: A board of seven or more persons for the modern European languages; a board of three or more persons for each of the following subjects: Law, medical science, stenography and type-writing, telegraphy, proof-reading, and draughting and copying of drawings; and similar boards shall be appointed when required for positions of assistant librarians, and for other places requiring special knowledge or skill.

TRANSFERS.

Regulation 53. No person shall be declared entitled to a transfer under rule 22, except on request of the head of the department to which the transfer is to be made, specifying the vacancy to be filled by such transfer.

The person to be transferred must furnish to the commission the proof of his having been in the classified departmental service six months or more, immediately previous.

and, if he has not already passed the required examination, must pass, at the general average of 65 or over, a non-competitive examination equivalent to that required for admission to the place, or such parts of said examination as he has not previously taken.

DROPPING OF APPLICANTS FROM RECORDS.

Regulation 54. Whenever the number of applicants for examination upon the record books, in the office of the commission, for any State, Territory, or for the District of Columbia, or upon the record books of applicants for examination for any office in the postal or customs service, shall, in the opinion of the commission, be in excess of the number likely to be examined for the same during the next six months, the commission will, as justice and the public interest may require, exercise the authority conferred by rule 13, by dropping therefrom all those who have been on any such records for a period of six months or more, and will cause the applicants affected thereby to be properly notified that they have been thus dropped.

CERTIFICATIONS FROM SPECIAL REGISTERS.

Regulation 55. In the case of certifications of applicants specially examined under clause 5 of rule 7 to any department, no person shall be more than twice certified from any special register for the same office, except by request of the head of a department, or the special order of the commission to be entered on its minutes.

Regulation 56. In case any special register contains the names of persons already in the classified departmental service, the commission may order each certification from that register to consist of as many names as may be requisite to bring upon such certification the four highest eligibles not already in such service.

[EXHIBIT 3.]

CIVIL-SERVICE ACT.

[Chapter 27, Statutes at Large, vol. 22, p. 403.]

AN ACT to regulate and improve the civil-service of the United States.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the President is authorized to appoint, by and with the advice and consent of the Senate, three persons, not more than two of whom shall be adherents of the same party, as civil service commissioners, and said three commissioners shall constitute the United States Civil-Service Commission. Said commissioners shall hold no other official place under the United States.

The President may remove any commissioner; and any vacancy in the position of commissioner shall be so filled by the President, by and with the advice and consent of the Senate, as to conform to said conditions for the first selection of commissioners.

The commissioners shall each receive a salary of three thousand five hundred dollars a year. And each of the said commissioners shall be paid his necessary traveling expenses incurred in the discharge of his duty as commissioner.

SEC. 2 That it shall be the duty of said commissioners:

FIRST. To aid the President, as he may request, in preparing suitable rules for carrying this act into effect, and when said rules shall have been promulgated it shall be the duty of all officers of the United States in the departments and offices to which any such rules may relate to aid, in all proper ways, in carrying said rules, and any modifications thereof, into effect.

SECOND. And, among other things, said rules shall provide and declare, as nearly as the conditions of good administration will warrant, as follows:

First, for open, competitive examinations for testing the fitness of applicants for the public service now classified or to be classified hereunder. Such examinations shall be practical in their character, and so far as may be shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the service into which they seek to be appointed.

Second, that all the offices, places, and employments so arranged or to be arranged in classes shall be filled by selections according to grade from among those graded highest as the results of such competitive examinations.

Third, appointments to the public service aforesaid in the departments at Washington shall be apportioned among the several States and Territories and the District of Columbia upon the basis of population as ascertained at the last preceding census. Every application for an examination shall contain, among other things, a statement, under oath, setting forth his or her actual bona fide residence at the time of making the application, as well as how long he or she has been a resident of such place.

Fourth, that there shall be a period of probation before any absolute appointment or employment aforesaid.

Fifth, that no person in the public service is for that reason under any obligations to contribute to any political fund, or to render any political service, and that he will not be removed or otherwise prejudiced for refusing to do so.

Sixth, that no person in said service has any right to use his official authority or influence to coerce the political action of any person or body.

Seventh, there shall be non-competitive examinations in all proper cases before the commission, when competent persons do not compete, after notice has been given of the existence of the vacancy, under such rules as may be prescribed by the commissioners as to the manner of giving notice.

Eighth, That notice shall be given in writing by the appointing power to said commission of the persons selected for appointment or employment from among those who have been examined, of the place of residence of such persons, of the rejection of any such persons after probation, of transfers, resignations, and removals, and of the date thereof, and a record of the same shall be kept by said commission.

And any necessary exceptions from said eight fundamental provisions of the rules shall be set forth in connection with such rules, and the reasons therefor shall be stated in the annual reports of the commission.

THIRD. Said commission shall, subject to the rules that may be made by the President, make regulations for, and have control of, such examinations, and, through its members or the examiners, it shall supervise and preserve the records of the same; and said commission shall keep minutes of its own proceedings.

FOURTH. Said commission may make investigations concerning the facts, and may report upon all matters touching the enforcement and effects of said rules and regulations, and concerning the action of any examiner or board of examiners hereinafter provided for, and its own subordinates, and those in the public service, in respect to the execution of this act.

FIFTH. Said commission shall make an annual report to the President for transmission to Congress, showing its own action, the rules and regulations and the exceptions thereto in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act.

SEC. 3. That said commission is authorized to employ a chief examiner, a part of whose duty it shall be, under its direction, to act with the examining boards, so far as practicable, whether at Washington or elsewhere, and to secure accuracy, uniformity, and justice in all their proceedings, which shall be at all times open to him. The chief examiner he shall be entitled to receive a salary at the rate of three thousand dollars a year, and he shall be paid his necessary traveling expenses incurred in the discharge of his duty. The commission shall have a secretary, to be appointed by the President, who shall receive a salary of one thousand six hundred dollars per annum. It may, when necessary, employ a stenographer, and a messenger, who shall be paid, when employed, the former at the rate of one thousand six hundred dollars a year, and the latter at the rate of six hundred dollars a year. The commission shall, at Washington, and in one or more places in each state and territory where examinations are to take place, designate and select a suitable number of persons, not less than three, in the official service of the United States, residing in said state or territory, after consulting the head of the department or office in which such persons serve, to be members of boards of examiners, and may at any time substitute any other person in said service living in such state or territory in the place of any one so selected. Such boards of examiners shall be so located as to make it reasonably convenient and inexpensive for applicants to attend before them; and where there are persons to be examined in any state or territory, examinations shall be held therein at least twice in each year. It shall be the duty of the collector, postmaster, and other officers of the United States, at any place outside of the District of Columbia where examinations are directed by the President or by said board to be held, to allow the reasonable use of the public buildings for holding such examinations, and in all proper ways to facilitate the same.

SEC. 4. That it shall be the duty of the Secretary of the Interior to cause suitable and convenient rooms and accommodations to be assigned or provided, and to be furnished, heated, and lighted, at the city of Washington, for carrying on the work of said commission and said examinations, and to cause the necessary stationery and other articles to be supplied and the necessary printing to be done for said commission.

SEC. 5. That any said commissioner, examiner, copyist, or messenger, or any person in the public service who shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive, or obstruct any person in respect of his or her right of examination according to any such rules or regulations, or who shall willfully, corruptly, and falsely mark, grade, estimate, or report upon the examination or proper standing of any person examined hereunder, or aid in so doing, or who shall willfully and corruptly make any false representations concerning the same or concerning the person examined, or who shall willfully and corruptly furnish to any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined or to be examined, being appointed, employed, or promoted, shall for each such offense be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than one hundred dollars, nor more than one thousand dollars, or by imprisonment not less than ten days, nor more than one year, or by both such fine and imprisonment.

SEC. 6. That within sixty days after the passage of this act it shall be the duty of the Secretary of the Treasury, in as near conformity as may be to the classification of certain clerks now existing under the one hundred and sixty-third section of the Revised Statutes, to arrange in classes the several clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, or being in the public service, at their respective offices in each customs district where the whole number of said clerks and persons shall be all together as many as fifty. And thereafter, from time to time, on the direction of the President, said secretary shall make the like classification or arrangement of clerks and persons so employed, in connection with any said office or offices, in any other customs district. And, upon like request, and for the purposes of this act, said secretary shall arrange in one or more of said classes, or of existing classes, any other clerks, agents, or persons employed under his department in any said district not now classified; and every such arrangement and classification upon being made shall be reported to the President.

SECOND. Within sixty days it shall be the duty of the Postmaster-General, in general conformity to said one hundred and sixty-third section, to separately arrange in classes the several clerks and persons employed, or in the public service, at each postoffice, or under any postmaster of the United States, where the whole number of said clerks and persons shall together amount to as many as fifty. And thereafter, from time to time, on the direction of the President, it shall be the duty of the Postmaster-General to arrange in like classes the clerks and persons so employed in the postal service in connection with any other postoffice; and every such arrangement and classification upon being made shall be reported to the President.

THIRD. That from time to time said secretary, the Postmaster-General, and each of the heads of departments mentioned in the one hundred and fifty-eighth section of the Revised Statutes, and each head of an office shall, on the direction of the President, and for facilitating the execution of this act, respectively revise any then existing classification or arrangement of those in their respective departments and offices, and shall, for the purposes of the examination herein provided for, include in one or more of such classes, so far as practicable, subordinate places, clerks, and officers in the public service pertaining to their respective departments not before classified for examination.

SEC. 7. That after the expiration of six months from the passage of this act no officer or clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereunder pursuant to said rules, until he has passed an examination, or is shown to be specially exempted from such examination in conformity herewith. But nothing herein contained shall be construed to take from those honorably discharged from the military or naval service any preference conferred by the seventeen hundred and fifty-fourth section of the Revised Statutes, nor to take from the President any authority not in-

consistent with this act conferred by the seventeen hundred and fifty-third section of said statutes; nor shall any officer not in the executive branch of the Government or any person merely employed as a laborer or workman, be required to be classified hereunder; nor, unless by direction of the Senate, shall any person who has been nominated for confirmation by the Senate be required to be classified or to pass an examination.

SEC. 8. That no person habitually using intoxicating beverages to excess shall be appointed to, or retained in, any office, appointment, or employment to which the provisions of this act are applicable.

SEC. 9. That whenever there are already two or more members of a family in the public service in the grades covered by this act, no other member of such family shall be eligible to appointment to any of said grades.

SEC. 10. That no recommendation of any person who shall apply for office or place under the provisions of this act which may be given by any senator or member of the House of Representatives, except as to the character or residence of the applicant, shall be received or considered by any person concerned in making any examination or appointment under this act.

SEC. 11. That no senator, or representative, or territorial delegate of the Congress, or senator, representative, or delegate elect, or any officer or employé of either of said houses, and no executive, judicial, military, or naval officer of the United States, and no clerk or employé of any department, branch, or bureau of the executive, judicial, or military or naval service of the United States shall, directly or indirectly, solicit or receive, or be in any manner concerned in soliciting or receiving, any assessment, subscription, or contribution for any political purpose whatever, from any officer, clerk, or employé of the United States, or any department, branch, or bureau thereof, or from any person receiving any salary or compensation from moneys derived from the treasury of the United States.

SEC. 12. That no person shall, in any room or building occupied in the discharge of official duties by any officer or employé of the United States mentioned in this act, or in any navy-yard, fort, or arsenal, solicit in any manner whatever, or receive any contribution of money or any other thing of value for any political purpose whatever.

SEC. 13. No officer or employé of the United States mentioned in this act shall discharge, or promote, or degrade, or in manner change the official rank or compensation of any other officer or employé, or promise or threaten so to do, for giving or withholding or neglecting to make any contribution of money or other valuable thing for any political purpose.

SEC. 14. That no officer, clerk, or other person in the service of the United States shall, directly or indirectly, give or hand over to any other officer, clerk, or person in the service of the United States, or to any senator or member of the House of Representatives, or territorial delegate, any money or other valuable thing on account of or to be applied to the promotion of any political object whatever.

SEC. 15. That any person who shall be guilty of violating any provision of the four foregoing sections shall be deemed guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine not exceeding \$5,000, or by imprisonment for a term not exceeding three years, or by such fine and imprisonment both, in the discretion of the court.

Approved, January 16, 1883.

[EXHIBIT 4.]

REVISED CIVIL-SERVICE RULES.

[Approved February 2, 1888. In effect March 1, 1888.]

ADOPTING AND PROMULGATING ORDER.

In the exercise of power vested in him by the constitution, and of authority given to him by the seventeen hundred and fifty-third section of the Revised Statutes, and by an act to regulate and improve the civil-service of the United States, approved January 16, 1883, the President hereby makes and promulgates the following rules, and revokes the rules known as "Amended Civil-Service Rules," and "Special Rule No. 1," heretofore promulgated under the power and authority referred to herein: *Provided*, That this revocation shall not be construed as an exclusion from the classified civil-service of any now classified customs district or classified postoffice.

GENERAL RULES.

GENERAL RULE I.

Any officer in the executive civil-service who shall use his official authority or influence for the purpose of interfering with an election or controlling the result thereof; or who shall dismiss, or cause to be dismissed, or use influence of any kind to procure the dismissal of, any person from any place in the said service, because such person has refused to be coerced in his political action, or has refused to contribute money for political purposes, or has refused to render political service; and any officer, clerk, or other employé in the executive civil-service, who shall willfully violate any of these rules, or any of the provisions of sections 11, 12, 13, and 14 of the act entitled "An act to regulate and improve the civil-service of the United States," approved January 16, 1883, shall be dismissed from office.

GENERAL RULE II.

There shall be three branches of the classified civil-service, as follows:

1. The classified departmental service.
2. The classified customs service.
3. The classified postal service.

GENERAL RULE III.

1. No person shall be appointed or employed to enter the civil-service, classified in accordance with section 163 of the Revised Statutes, and under the act to regulate and improve the civil-service of the United States, approved January 16, 1883, until he shall have passed an examination, or shall have been shown to be specially exempted therefrom by said act, or by an exception to this rule set forth in connection with the rules regulating admission to the branch of the service he seeks to enter.

No non-competitive examination shall be held except under the following conditions:

) The failure of competent persons to be, after due notice, competitively examined, thus making it impracticable to supply to the appointing officer in due time the number of persons who have passed a competitive examination.

That a person has been, during one year or longer, in a place excepted from examination, and the appointing or nominating officer desires the appointment of such person to the place not excepted.

That a person has served two years continuously since July 16, 1883, in a place in departmental service below, or outside, the classified service, and the appointing officer desires, with the approval of the President, upon the recommendation of the commission, to promote such person into the classified service because of his faithfulness and efficiency in the position occupied by him, and because of his qualifications for the place to which the appointing officer desires his promotion.

That an appointing or nominating officer desires the examination of a person to test his fitness for a classified place which might be filled under exceptions to examination declared in connection with the rules regulating admission to the classified service.

That the commission, with the approval of the President, has decided that such examination should be held to test fitness for any particular place requiring technical, professional, or scientific knowledge, special skill, or peculiar ability, to test fitness for which place a competitive examination can not, in the opinion of the commission, be properly provided.

That a person who has been appointed from the copyist register wishes to take clerk examination for promotion to a place the salary of which is not less than \$1,000 per annum.

To test the fitness of a person for a place to which his transfer has been recommended.

) When the exigencies of the service require such examination for promotion as provided by clause 6 of this rule.

All applications for examination must be made in form and manner prescribed by the commission.

No person serving in the army or navy shall be examined for admission to the classified service until the written consent of the head of the department under which enlisted shall have been communicated to the commission.

A person who is an applicant for examination, or who is an eligible in one branch of the classified service shall, at the same time, be an applicant for examination in every other branch of said service.

The commission may refuse to examine an applicant who would be physically unable to perform the duties of the place to which he desires appointment. The reason for any such action must be entered on the minutes of the commission.

For the purpose of establishing in the classified civil-service the principle of compulsory competitive examination for promotion, there shall be, so far as practicable, useful, compulsory competitive examinations of a suitable character to test fitness for promotion; but persons in the classified service who were honorably discharged from the military or naval service of the United States, and the widows and dependents of deceased soldiers and sailors, shall be exempt from such examinations. The commission may make regulations, applying them to any part of the classified service, under which regulations all examinations for promotion therein shall be conducted and all promotions be made; but until regulations in accordance herewith have been applied to any part of the classified service, promotions therein shall be made in the manner provided by the rules applicable thereto. And in any part of the classified service in which promotions are made under examination as herein provided, the commission may, in special cases, if the exigencies of the service require, provide non-competitive examinations for promotion.

Persons who were in the classified civil-service on July 16, 1883, and persons who have been, since that date, or may be hereafter put into that service by the inclusion of subordinate places, clerks, and officers, under the provisions of section 6 of the act to regulate and improve the civil-service of the United States, approved January 16, 1883, shall be entitled to all rights of promotion possessed by persons of the same class or grade appointed after examination under the act referred to above.

7. No question in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of competitors; and no discrimination in examination, certification, or appointment shall be made by the commission, the examiners, or the appointing or nominating officer in favor of or against any applicant, competitor, or eligible because of his political or religious opinions or affiliations. The commission, the examiners, and the appointing or nominating officer shall discountenance all disclosures of such opinions or affiliations by or concerning any applicant, competitor, or eligible; and any appointing or nominating officer who shall make inquiries concerning, or in any other way attempt to ascertain, the political or religious opinions or affiliations of any eligible, or who shall discriminate in favor of or against any eligible because of the eligible's political or religious opinions or affiliations, shall be dismissed from office.

8. Every applicant must state under oath—

(a) His full name.

(b) That he is a citizen of the United States.

(c) Year and place of his birth.

(d) The state, territory, or district of which he is a *bona fide* resident, and the length of time he has been a resident thereof.

(e) His postoffice address.

(f) His business or employment during the three years immediately preceding the date of his application, and where he has resided each of those years.

(g) Condition of his health, and his physical capacity for the public service.

(h) His previous employment in the public service.

(i) Any right of preference in civil appointments he may claim under section 1754 of the Revised Statutes.

(j) The kind of school in which he received his education.

(k) That he does not habitually use intoxicating beverages to excess.

(l) That he has not, within the one year next preceding the date of his application, been dismissed from the public service for delinquency or misconduct.

(m) Such other facts as the commission may require.

9. Every applicant for examination for the classified departmental service must support the statements of his application paper by certificates of persons acquainted with him, residents of the state, territory, or district in which he claims *bona fide* residence; and the commission shall prescribe the form and number of such certificates.

10. A false statement made by an applicant, or connivance by him with any person to make on his behalf a false statement in any certificate required by the commission and deception of fraud practiced by an applicant, or by any person on his behalf with his consent, to influence an examination, shall be good cause for refusal to examine such applicant, or for refusing to mark his papers after examination.

11. All examinations shall be prepared and conducted under the supervision of the commission; and examination papers shall be marked under rules made by the commission, which shall take care that the marking-examiners do not know the name of any competitor in an examination for admission whose papers are intrusted to them.

12. For the purpose of marking examination papers, boards of examiners shall be appointed by the commission; one to be known as the central board, which shall be composed of persons in the classified service, who shall be detailed for constant duty at the office of the commission. Under supervision of the commission, the central board shall mark the papers of the copyist and of the clerk examinations, and such of the papers of the supplementary, special, and promotion examinations for the de-

partmental service, and of examinations for admission to, or promotion in, the other branches of the classified service, as shall be submitted to it by the commission.

13. No person shall be appointed to membership on any board of examiners until after the commission shall have consulted with the head of the department or of the office under whom such person is serving.

14. An examiner shall be allowed time during office-hours to perform his duties as examiner, which duties shall be considered part of his official duties.

15. The commission may change the membership of boards of examiners and—

(a) Prescribe the manner of organizing such boards ;

(b) More particularly define their powers ;

(c) Specifically determine their duties, and the duties of the members thereof.

16. Each board shall keep such records, and make such reports, as the commission may require ; and such records shall be open to the inspection of any member of this commission, or other person acting under authority of the commission, which may, for the purposes of investigation, take possession of such records.

GENERAL RULE IV.

1. The names of all competitors who shall successfully pass an examination shall be entered upon a register, and the competitors whose names have been thus registered shall be eligible to any office or place to test fitness for which the examination was held.

2. The commission may refuse to certify—

(a) An eligible who is so defective in sight, speech, or hearing, or who is otherwise so defective physically, as to be apparently unfit to perform the duties of the position to which he is seeking appointment.

(b) An eligible who has made a false statement in his application, or been guilty of fraud or deceit in any matter connected with his application or examination, or who has been guilty of a crime or of infamous or notoriously disgraceful conduct.

3. If an appointing or nominating officer to whom certification has been made shall object in writing to any eligible named in the certificate, stating that because of physical incapacity, or for other good cause particularly specified, such eligible is not capable of properly performing the duties of the vacant place, the commission may, upon investigation and ascertainment of the fact that the objection made is good and well founded, direct the certification of another eligible in place of the one to whom objection has been made.

GENERAL RULE V.

Executive officers shall, in all proper ways, facilitate civil-service examinations ; and customs officers, postmasters, and custodians of public buildings, at places where such examinations are to be held, shall, for the purposes of such examinations, permit and arrange for the use of suitable rooms under their charge, and for heating, lighting, and furnishing the same.

GENERAL RULE VI.

No person dismissed for misconduct, and no probationer who has failed to receive absolute appointment or employment, shall be admitted to any examination within one year after having been thus discharged from the service.

GENERAL RULE VII.

1. Persons who have a *prima facie* claim of preference for appointments to civil offices under section 1754, Revised Statutes, shall be preferred in certifications made under the authority of the commission to any appointing or nominating officer.

2. In making any reduction of force in any branch of the classified civil-service, those persons shall be retained who, being equally qualified, have been honorably

discharged from the military or naval service of the United States; and also widows and orphans of deceased soldiers and sailors.

GENERAL RULE VIII.

The commission shall have authority to prescribe regulations under and in accordance with these general rules and the rules relating specially to each of the several branches of the classified service.

DEPARTMENTAL RULES.

DEPARTMENTAL RULE I.

1. The classified departmental service shall include the several officers, clerks, other persons in any department, commission, or bureau at Washington classified under section 163 of the Revised Statutes or by direction of the President for the purposes of the examinations prescribed by the civil-service act of 1883 or for facilitating the inquiries as to fitness of candidates for admission to the departmental service respect to age, health, character, knowledge, and ability, as provided for in section 1753 of the Revised Statutes.

2. The word "department," when used in the general or departmental rules, shall be construed to mean any such department, commission, or bureau classified as above prescribed.

DEPARTMENTAL RULE II.

1. To test the fitness of applicants for admission to the classified departmental service there shall be examinations as follows:

Copyist examination. For places of \$900 per annum, and under. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, and percentage.

Clerk examination. For places of \$1,000 per annum, and upward. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, percentage, interest, and discount.
- (e) Elements of book-keeping and of accounts.
- (f) Elements of the English language.
- (g) Letter-writing.
- (h) Elements of the geography, history, and government of the United States.

Supplementary examinations. For places which, in the opinion of the commission, require, in addition to the knowledge required to pass the copyist or the clerk examination, certain technical, professional, or scientific knowledge, or knowledge of a language other than the English language, or peculiar or special skill.

Special examinations. For places which, in the opinion of the commission, require certain technical, professional, or scientific knowledge or skill. Each special examination shall embrace, in addition to the special subject upon which the applicant is to be tested, as many of the subjects of the clerk examination as the commission may decide to be necessary to test fitness for the place to be filled.

Non-competitive examinations. For any place in the departmental service for which the commission may, from time to time (subject to the conditions prescribed by General Rule III, clause 2), determine that such examinations ought to be held.

2. An applicant may take the copyist or the clerk examination, and any or all of the supplementary and special examinations provided for the departmental service, subject to such limitations as the commission may, by regulation, prescribe; but no person whose name is on a departmental register of eligibles shall, during the period of his eligibility, be allowed re-examination unless he shall satisfy the commission that, at the time of his examination, he was unable, because of illness or other good cause, to do himself justice in said examination; and the rating upon such re-examination shall cancel and be a substitute for the rating of such person upon the previous examination.

3. Exceptions from examination in the classified departmental service are hereby made as follows:

(a) One private secretary, or one confidential clerk, of the head of each classified department and of each assistant secretary thereof; and also of each head of bureau appointed by the President by and with the advice and consent of the senate.

(b) Direct custodians of money for whose fidelity another officer is under official bond; but this exception shall not include any officer below the grade of assistant cashier or assistant teller.

(c) Disbursing officers who give bonds.

(d) Persons employed exclusively in the secret service of the government.

(e) Chief clerks..

(f) Chiefs of divisions.

4. No person appointed to a place under the exceptions to examination hereby made shall, within one year after appointment, be transferred from such place to a place not also excepted from examination; but after service of not less than one year in an examination-excepted place he may be transferred in the bureau in which he is serving to a place not excepted from examination: *Provided*, That before any such transfer may be made the commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

DEPARTMENTAL RULE III.

In compliance with the provisions of section 3 of the civil-service act, the commission shall provide examinations for the classified departmental service at least twice in each year in every state or territory in which there is a sufficient number of applicants for such examinations; and the places and times of examinations shall, when practicable, be so fixed that each applicant may know at the time of making his application when and where he may be examined. But applicants may be notified to appear at any place at which the commission may order an examination.

DEPARTMENTAL RULE IV.

1. Any person not under twenty years of age may make application for admission to the classified departmental service, blank forms for which purpose shall be furnished by the commission.

2. Every application for admission to the classified departmental service should be addressed as follows: "United States Civil-Service Commission, Washington, D. C."

3. The date of reception and also of approval by the commission of each application shall be noted on the application paper.

DEPARTMENTAL RULE V.

1. The papers of all examinations for admission to or promotion in the classified departmental service shall be marked as directed by the commission.

2. The commission shall have authority to appoint the following-named boards of examiners, which shall conduct examinations and mark examination papers as follows:

Central board. As provided for by General Rule III, clause 12.

Special boards. These boards shall mark such papers of special examinations for the classified departmental service as the commission may direct, and shall be composed of persons in the public service.

Supplementary boards. These boards shall mark the papers of such supplementary examinations for the classified departmental service as the commission may direct, and shall be composed of persons in the public service.

Promotion boards. One for each department, of three members, and one auxiliary member for each bureau of the department for which the board is to act. Unless the commission shall otherwise direct, these boards shall mark the papers of promotion examinations.

Local boards. These boards shall be organized at one or more places in each state and territory where examinations for the classified departmental service are to be held, and shall conduct such examinations; and each shall be composed of persons in the public service residing in the state or territory in which the board is to act.

Customs and postal boards. These boards shall conduct such examinations for the classified departmental service as the commission may direct.

DEPARTMENTAL. RULE VI.

1. The papers of the copyist and of the clerk examinations shall be marked by the central board; the papers of special and supplementary examinations shall be marked as directed by the commission. Each competitor in any of the examinations mentioned or referred to above shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The papers of an examination having been marked, the commission shall ascertain—

(a) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(b) The name of every other competitor who has attained a general average of not less than 70 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

3. The names of all preference-claiming competitors whose general average is not less than 65 per centum, together with the names of all other competitors whose general average is not less than 70 per centum, shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held.

4. To facilitate the maintenance of the apportionment of appointments among the several states and territories and the District of Columbia, required by section 2 of the act to regulate and improve the civil-service of the United States, approved January 16, 1883, there shall be lists of eligibles for each state and territory, and for the District of Columbia, upon which shall be entered the names of the competitors from that state or territory, or the District of Columbia, who have passed the copyist and the clerk examinations; the names of those who have passed the copyist examination and of those who have passed the clerk examination being listed separately; the names of male and of female eligibles in such examinations being also listed separately.

5. But the names of all competitors who have passed a supplementary or a special examination shall be entered, without regard to state residence, upon the register of persons eligible to the class or place to test fitness for which supplementary or special examination was held.

6. The grade of each competitor shall be expressed by the whole number nearest the general average attained by him, and the grade of each eligible shall be noted upon the register of eligibles in connection with his name. When two or more eligibles are of the same grade preference in certification shall be determined by the order which their application papers were filed.

mediately after the general averages in an examination shall have been ascertained, each competitor shall be notified that he has passed or has failed to pass.

If a competitor fail to pass, he may, with the consent of the commission, be allowed to re-examination at any time within six months from the date of failure without new application. But a competitor failing to pass, desiring to take again the examination, must, if not allowed re-examination within six months from the date of failure, make, in due form, a new application therefor.

A person who has passed an examination shall, while eligible on the register by such examination, be re-examined, unless he shall furnish evidence satisfactory to the commission that at the time of his examination he was, because of other good cause, incapable of doing himself justice in said examination.

The term of eligibility to appointment under the copyist and the clerk examination shall be one year from the day on which the name of the eligible is entered on the register. The term of eligibility under a supplementary or a special examination shall be determined by the commission, but shall not be less than one year.

DEPARTMENTAL RULE VII.

Vacancies in the classified departmental service, unless among the places exempt from examination, if not filled by either promotion or transfer, shall be filled in the following manner:

The appointing officer shall, in form and manner to be prescribed by the commission, request the certification to him of the names of either males or females eligible for certain place then vacant.

If the place to be filled is tested by competitive examination, the appointing officer shall certify the names of three males or three females, these names to be the eligibles who, standing higher in grade than any other three eligibles of the same sex on the list of eligibles from which certification is to be made, have not been certified three times to the officer making the requisition: *Provided*, That if upon the list from which certification is to be made there are the names of eligibles, under section 1754 of the Revised Statutes, claim of preference in civil appointments, the names of such eligibles shall be certified before the names of other eligibles higher in grade. The commission shall make regulations that will secure to each preference-claiming eligible, in the order of his grade among other pre-ferent claimants, an opportunity to have his claim of preference considered and decided by the appointing officer.

Certifications hereunder shall be made in such manner as to maintain, as nearly as practicable, the apportionment of appointments among the several states and the territories and the District of Columbia, as required by law.

If three names certified are those of persons eligible on the copyist or the clerk register, the appointing officer shall select one, and one only, and shall notify the person whose name has been selected that he has been designated for appointment: *Provided*, That, for the purpose of maintaining the apportionment of appointments required to in clause 2 of this rule, the commission may authorize the appointing officer to select more than one of the three names certified.

If certification is made from a supplementary or a special register, and there are more than one vacancies to be filled, the appointing officer may select from the names certified more than one.

The commission may certify from the clerk register for appointment to a place the salary of which is less than \$1,000 per annum, any eligible on said register who has given written notice that he will accept such a place.

When a person designated for appointment shall have reported in person to the appointing officer, he shall be appointed for a probational period of six months; at the expiration of which period, if his conduct and capacity be satisfactory to the appointing officer, he shall receive absolute appointment; but if his conduct and capacity be unsatisfactory to said officer he shall be notified that he will not receive absolute

appointment and this notification shall discharge him from the service. The appointing officer shall require the heads of bureaus or divisions under whom probationers are serving to keep a record and to make report of the punctuality, industry, habitability, and aptitude of each probationer.

6. All persons appointed to or promoted in the classified departmental service shall be assigned to the duties of the class or place to which they have been appointed or promoted, unless the interests of the service require their assignment to other duties and when such assignment is made the fact shall be reported to the head of the department.

DEPARTMENTAL RULE VIII.

1. Transfers may be made as follows:

(a) From one department to another, upon requisition by the head of the department to which the transfer is to be made.

(b) From a bureau of the Treasury Department in which business relating to customs is transacted, to a classified customs district, and from such a district to such bureau of the Treasury Department, upon requisition by the Secretary of the Treasury.

(c) From the Postoffice Department to a classified postoffice, and from such an office to the Postoffice Department, upon requisition by the Postmaster-General.

2. No person may be transferred as herein authorized until the commission shall have certified to the officer making the transfer requisition that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred, and that such person has, during at least six months preceding the date of the certificate, been in the classified service of the department, customs district, or postoffice from which the transfer is to be made: *Provided*, That a person who has been appointed from the copyist register shall be transferred to a place the salary of which is more than \$900 per annum until one year after appointment.

DEPARTMENTAL RULE IX.

1. A person appointed from the copyist register may, upon any test of fitness determined upon by the promoting officer, be promoted as follows:

(a) At any time after probational appointment, to any place the salary of which is not more than \$900 per annum.

(b) At any time after one year from the date of probational appointment, upon certification by the commission that he has passed the clerk examination, or its equivalent, to any place the salary of which is \$1,000 per annum, or more.

(c) At any time after two years from the date of probational appointment to a place the salary of which is \$1,000 per annum, or more.

2. A person appointed from the clerk register, or from any supplementary or special register, to a place the salary of which is \$1,000 per annum, or more, may, upon a test of fitness determined upon by the promoting officer, be promoted at any time after absolute appointment.

3. A person appointed from the clerk register, or from any supplementary or special register, to a place the salary of which is \$900, or less, may, upon any test of fitness determined upon by the promoting officer, be promoted, at any time after probational appointment, to any place the salary of which is \$1,000 per annum.

4. Other promotions may be made upon any tests of fitness determined upon by the promoting officer.

5. The provisions of clauses 1, 2, 3, and 4, of this rule shall become null and void in any part of the classified departmental service as soon as promotion regulations shall have been applied thereto under General Rule III, clause 6.

DEPARTMENTAL RULE X.

Upon requisition of the head of a department, the commission shall certify for statement in said department, in a grade requiring no higher examination than

in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified service of that department.

DEPARTMENTAL RULE XI.

Each appointing officer in the classified departmental service shall report to the commission:

- a) Every probational and every absolute appointment made by him, and every appointment made by him under any exception to examination authorized by Departmental Rule II, clause 3.
- b) Every refusal by him to make an absolute appointment, and every refusal or neglect to accept an appointment in the classified service under him.
- c) Every transfer within and into the classified service under him.
- d) Every assignment of a person to the performance of the duties of a class or place in which such person was not appointed.
- e) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.
- f) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

CUSTOMS RULES.

CUSTOMS RULE I.

1. The classified customs service shall include the officers, clerks, and other persons in the several customs districts classified under the provisions of section 6 of the act to regulate and improve the civil service of the United States, approved January 16, 1883.

2. Whenever the officers, clerks, and other persons in any customs district number many as fifty any existing classification of the customs service made by the Secretary of the Treasury under section 6 of the act of January 16, 1883, shall apply hereto; and thereafter the commission shall provide examinations to test the fitness of persons to fill vacancies in said customs district; and these rules shall be in force therein. Every revision of the classification of any customs office, under section 6 of the act above mentioned, and every inclusion within the classified customs service of any customs district, shall be reported to the President.

CUSTOMS RULE II.

1. To test fitness for admission to the classified customs service examinations shall be provided as follows:

*Clerk examination.** This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, percentage, interest, and discount.
- (e) Elements of book-keeping and of accounts.
- (f) Elements of the English language.
- (g) Letter-writing.
- (h) Elements of the geography, history, and government of the United States.

* Storekeepers shall be classed as clerks, and vacancies in that class shall be filled by assignment.

Law clerk examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, percentage, interest, and discount.
- (e) Elements of the English language.
- (f) Letter-writing.
- (g) Law questions.

Day inspector examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, and percentage.
- (e) Elements of the English language.
- (f) Geography of America and Europe.

Inspectress examination. This examination shall not include more than the following subjects:

- (a) Orthography
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules.
- (e) Geography of America and Europe.

Night inspector, messenger, assistant weigher, and opener-and-packer examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules.

Gauger examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: practical questions.
- (e) Theoretical questions.
- (f) Practical tests.

Examiner examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, percentage, and discount.
- (e) Elements of the English language.
- (f) Practical questions.
- (g) Practical tests.

Sampler examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules.
- (e) Practical questions.
- (f) Practical tests.

other competitive examinations. Such other competitive examinations as the commission may from time to time determine to be necessary in testing fitness for other places in the classified customs service.

non-competitive examinations. Such examinations may, with the approval of the commission, be held under conditions stated in General Rule III, clause 2.

Any person not under twenty-one years of age may be examined for any place in the customs service, to test fitness for which an examination is prescribed; and any person not under twenty years of age may be examined for clerk or messenger.

A person desiring examination for admission to the classified customs service shall make request, in his own handwriting, for a blank form of application, which shall be sent to him, and also his application, shall be addressed as directed by the commission.

The date of reception and also of approval by the board of each of such applications shall be noted on the application paper.

Exceptions from examination in the classified customs service are hereby made as follows:

- a) Deputy collectors, who do not also act as inspectors, examiners, or clerks.
- b) Cashier of the collector.
- c) Assistant cashier of the collector.
- d) Auditor of the collector.
- e) Chief acting disbursing officer.
- f) Deputy naval officers.
- g) Deputy surveyors.
- h) One private secretary or one confidential clerk of each nominating officer.

No persons appointed to a place under any exception to examination hereby made shall, within one year after appointment, be transferred from such place to another place not also excepted from examination; but a person who has served not less than one year in an examination-excepted place may be transferred in the customs office in which he is serving to a place not excepted from examination: *Provided*, That before such transfer may be made the commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

CUSTOMS RULE III.

1. The papers of every examination shall be marked under direction of the commission, and each competitor shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The commission shall appoint in each classified customs district a board of examiners, which shall—

(a) Conduct all examinations held to test fitness for admission to or promotion in the classified service of the customs district in which the board is located.

(b) Mark the papers of such examinations, unless otherwise directed, as provided by General Rule III, clause 12.

(c) Conduct such examinations for the classified departmental service as the commission may direct.

3. The papers of an examination having been marked, the board of examiners shall determine—

(a) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(b) The name of every other competitor who has attained a general average of not less than 70 per centum; and all such applicants are hereby declared eligible to the class or place to test fitness for which the examination was held.

4. The names of all preference-claiming competitors whose general average is not less than 65 per centum, together with the names of all other competitors whose gen-

eral average is not less than 70 per centum, shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held. The names of male and of female eligibles shall be listed separately.

5. The grade of each competitor shall be expressed by the whole number nearest the general average attained by him, and the grade of each eligible shall be noted upon the register of eligibles in connection with his name. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

6. Immediately after the general averages in an examination shall have been ascertained, each competitor shall be notified that he has passed or has failed to pass.

7. If a competitor fail to pass, he may, with the consent of the board, approved by the commission, be allowed re-examination at any time within six months from the date of failure, without filing a new application. But a competitor failing to pass desiring to take again the same examination, must, if not allowed re-examination within six months from the date of failure, make, in due form, a new application therefor.

8. No person who has passed an examination shall, while eligible on the register supplied by such examination, be re-examined, unless he shall furnish evidence satisfactory to the commission that at the time of his examination he was, because of illness or for other good cause, incapable of doing himself justice in said examination.

9. The term of eligibility to appointment in the classified customs service shall be one year from the day on which the name of the eligible is entered on the register.

CUSTOMS RULE IV.

1. Vacancies in the lowest class or grade of the classified service of a customs district shall be filled in the following manner:

(a) The nominating officer, in any office in which a vacancy may exist, shall, in form and manner to be prescribed by the commission, request the board of examiners to certify to him the names of either males or females eligible to the vacant place.

(b) If fitness for the place to be filled is tested by competitive examination, the board of examiners shall certify the names of three males or three females, those names to be those of the eligibles who, standing higher in grade than any other three eligibles of the same sex on the register from which certification is to be made, have not been certified three times from said register: *Provided*, That if upon said register there are the names of eligibles who, under section 1754 of the Revised Statutes, have claim of preference in civil appointments, the names of such eligibles shall be certified before the names of other eligibles higher in grade. The commission shall make regulations that will secure to each of such preference-claiming eligibles, in the order of his grade among other preference claimants, an opportunity to have his claim of preference considered and determined by the appointing officer.

(c) Each name on a register of eligibles may be certified only three times: *Provided*, That when a name has been three times certified, if there are not three names on the register of higher grade, it may, upon the written request of a nominating officer to whom it has not been certified, be included in any certification made to said officer.

2. Of the three names certified the nominating officer must select one; and, if at the time of making this selection there are more vacancies than one, he may select more than one name. Each person thus designated for appointment shall be notified and upon reporting in person to the proper officer shall be appointed for a probationary period of six months, at the end of which period, if his conduct and capacity be satisfactory to the nominating officer, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer, he shall be notified that he will not receive absolute appointment, and this notification shall discharge him from the service.

3. Every nominating officer in the classified customs service shall require the officer under whom a probationer may be serving to carefully observe and report in writing

ces rendered by and the character and qualifications of such probationer. reports shall be preserved on file, and the commission may prescribe the form in which they shall be made.

Other vacancies, unless among the places excepted from examination shall be transfer or promotion.

CUSTOMS RULE V.

il promotion regulations have been applied to a classified customs district, wing promotions may be made therein at any time after absolute appoint-

clerk, upon any test of fitness determined upon by the nominating officer, to nt place in the class next above the one in which he may be serving.

lay inspector, upon any test of fitness determined upon by the nominating class 2 in the grade of clerk.

clerk, day inspector, opener-and-packer, or sampler, after passing the examination, to the grade of examiner.

messenger, after passing the clerk examination, to the lowest class in the clerk.

night inspector, after passing the day-inspector examination, to the grade of irector.

er promotions may be made, in the discretion of the promoting officer, upon of fitness determined upon by him.

CUSTOMS RULE VI.

nsfers may be made as follows:

om one office of a classified district to another office in the same district, sub- ie provisions of Customs Rule V.

om one classified district to another, upon requisition by the Secretary of the

om any bureau of the Treasury Department in which business relating to is transacted to any classified customs district, and from any such district to bureau, upon requisition by the Secretary of the Treasury.

erson may be transferred, as herein authorized, until the board of examiners, nder (a) of clause 1, or until the commission, acting under (b) or (c) of clause rule, shall have certified to the officer making the transfer requisition that om whom it is proposed to transfer has passed an examination to test fitness lace to which he is to be transferred, and that such person has been at least hs preceding the date of the certificate in the classified service of the de- or customs district from which the transfer is to be made.

CUSTOMS RULE VII.

equisition of a nominating officer in any customs district the board of ex- thereof shall certify for reiustatement in any office under his jurisdic- grade requiring no higher examination than the one in which he was for- mployed, any person who, within one year next preceding the date of the on, has, through no delinquency or misconduct, been separated from the service of said office.

CUSTOMS RULE VIII.

ominating officer of a classified customs district shall report to the board of

ery probational and absolute appointment, and every appointment under any to examination authorized by Customs Rule II, clause 5, made within his on.

- (b) Every refusal by him to nominate a probationer for absolute appointment, and every refusal or neglect to accept an appointment in the classified service under him.
- (c) Every transfer into the classified service under him.
- (d) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.
- (e) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

P O S T A L R U L E S .

P O S T A L R U L E I .

1. The classified postal service shall include the officers, clerks, and other persons in the several postoffices classified under the provisions of section 6 of the act to regulate and improve the civil-service of the United States, approved January 16, 1883.

2. Whenever the officers, clerks, and other persons in any postoffice number as many as fifty, any existing classification of the postal service made by the Postmaster-General under section 6 of the act of January 16, 1883, shall apply thereto; and thereafter the commission shall provide examinations to test the fitness of persons to fill vacancies in said postoffice; and these rule shall be in force therein. Every revision of the classification of any postoffice, under section 6 of the act above mentioned, and every inclusion of a postoffice within the classified postal service, shall be reported to the President.

P O S T A L R U L E I I .

1. To test fitness for admission to the classified postal service examinations shall be provided as follows:

Clerk examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules, fractions, and percentage.
- (e) Elements of the English language.
- (f) Letter-writing.
- (g) Elements of the geography, history, and government of the United States.

Carrier examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules.
- (e) Elements of the geography of the United States.
- (f) Knowledge of the locality of the postoffice delivery.
- (g) Physical tests.

Messenger examination. This examination shall not include more than the following subjects:

- (a) Orthography.
- (b) Copying.
- (c) Penmanship.
- (d) Arithmetic: fundamental rules.
- (e) Physical tests.

This examination shall also be used to test fitness for the position of piler, stamper, junior clerk, or other place, the duties of which are chiefly manual.

Special examinations. These examinations shall test fitness for positions requiring knowledge of a language other than the English language, or special or technical knowledge or skill. Each special examination shall include, in addition to the special subject upon which the applicant is to be tested, as many of the subjects of the clerk examination as the commission may determine.

Non-competitive examinations. Such examinations may, with the approval of the commission, be held under conditions stated in General Rule III, clause 2.

2. No person shall be examined for the position of clerk if under eighteen years of age; and no person shall be examined for the position of messenger, stamper, or junior clerk if under sixteen or over forty-five years of age; and no person shall be examined for the position of carrier if under twenty-one or over forty years of age. No person shall be examined for any other position in the classified postal service if under eighteen or over forty-five years of age.

3. Any person desiring examination for admission to the classified postal service must make request, in his own handwriting, for a blank form of application, which request, and also his application, shall be addressed as directed by the commission.

4. The date of reception and also of approval by the board of each of such applications shall be noted on the application paper.

5. Exceptions from examinations in the classified postal service are hereby made as follows:

- (a) Assistant postmaster.
- (b) One private secretary, or one confidential clerk of the postmaster.
- (c) Cashier.
- (d) Assistant cashier.
- (e) Superintendents designated by the Postoffice Department, and reported as such to the commission.
- (f) Custodians of money, stamps, stamped envelopes, or postal-cards, designated as such by the Postoffice Department, and so reported to the commission, for whose fidelity the postmaster is under official bond.

6. No person appointed to a place under any exception to examination hereby made shall, within one year after appointment, be transferred to another place not also excepted from examination; but a person who has served not less than one year in an examination-excepted place may be transferred in the postoffice in which he is serving to a place not excepted from examination: *Provided*, That before any such transfer may be made the commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

POSTAL RULE III.

1. The papers of every examination shall be marked under the direction of the commission, and each competitor shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The commission shall appoint in each classified postoffice a board of examiners, which shall—

- (a) Conduct all examinations held to test fitness for entrance to or promotion in the classified service of the postoffice in which the board is located.
- (b) Mark the papers of such examinations, unless otherwise directed, as provided for by General Rule III, clause 12.
- (c) Conduct such examinations for the classified departmental service as the commission may direct.

3. The papers of an examination having been marked, the board of examiners shall ascertain—

- (a) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(b) The name of every other competitor who has attained a general average of not less than 70 per centum; and all such applicants are hereby declared eligible to the class or place to test fitness for which the examination was held.

4. The names of all preference-claiming competitors whose general average is not less than 65 per centum, together with the names of all other competitors whose general average is not less than 70 per centum, shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held. The names of male and of female eligibles shall be listed separately.

5. The grade of each competitor shall be expressed by the whole number nearest the general average attained by him, and the grade of each eligible shall be noted upon the register of eligibles in connection with his name. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

6. Immediately after the general averages shall have been ascertained, each competitor shall be notified that he has passed or has failed to pass.

7. If a competitor fail to pass, he may, with the consent of the board, approved by the commission, be allowed re-examination at any time within six months from the date of failure, without filing a new application. But a competitor failing to pass and desiring to take again the same examination, must, if not allowed re-examination within six months from the date of failure, make, in due form, a new application therefor.

8. No person who has passed an examination shall, while eligible on the register supplied by such examination, be re-examined, unless he shall furnish evidence satisfactory to the commission that at the time of his examination he was, because of illness or for other good cause, incapable of doing himself justice in said examination.

9. The term of eligibility to appointment in the classified postal service shall be one year from the day on which the name of the eligible is entered on the register.

POSTAL RULE IV.

1. Vacancies in the classified service of a postoffice, unless among the places excepted from examination, if not filled by either transfer or promotion, shall be filled in the following manner:

(a) The postmaster at a postoffice in which a vacancy may exist shall, in the manner to be prescribed by the commission, request the board of examiners to certify to him the names of either males or females eligible to the vacant place.

(b) If fitness for the place to be filled is tested by competitive examination, the board of examiners shall certify the names of three males or three females, the names to be those of the eligibles who, standing higher in grade than any other the eligibles of the same sex on the register from which certification is to be made, have not been certified three times from said register: *Provided*, That if upon said register there are the names of eligibles who, under section 1754 of the Revised Statutes, have a claim of preference in civil appointments, the names of such eligibles shall be certified before the names of other eligibles higher in grade. The commission shall make regulations that will secure to each of such preference-claiming eligibles, in the order of his grade among other preference claimants, opportunity to have his claim of preference considered and determined by the appointing officer.

(c) Each name on any register of eligibles may be certified only three times.

2. Of the three names certified to him the postmaster must select one; and at the time of making this selection, there are more vacancies than one, he may select more than one name. Each person thus designated for appointment shall be notified and upon reporting in person to the postmaster shall be appointed for a probationary period of six months, at the end of which period, if his conduct and capacity be satisfactory to the postmaster, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer he shall be notified that he will

ceive absolute appointment, and this notification shall discharge him from the office.

1. The postmaster of each classified postoffice shall require the superintendent of each division of his office to carefully observe and report in writing the services rendered by and the character and qualifications of each probationer serving under him. These reports shall be preserved on file, and the commission may prescribe the form and manner in which they shall be made.

POSTAL RULE V.

Until promotion regulations shall have been applied to a classified postoffice, promotions therein may be made upon any test of fitness determined upon by the postmaster, if not disapproved by the commission: *Provided*, That no employé shall be promoted to any grade he could not enter by appointment under the minimum-age limitation applied thereto by Postal Rule II, clause 2.

POSTAL RULE VI.

1. Transfers may be made as follows:

(a) From one classified postoffice to another, upon requisition of the Postmaster-General.

(b) From any classified postoffice to the Postoffice Department, and from the Postoffice Department to any classified postoffice, upon requisition of the Postmaster-General.

2. No person may be transferred, as herein authorized, until the commission shall have certified to the officer making the transfer requisition that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred, and that such person has been, at least six months next preceding the date of the certificate, in the classified service of the department or postoffice from which the transfer is to be made.

POSTAL RULE VII.

Upon the requisition of a postmaster the board of examiners for his office shall certify for re-instatement, in a grade requiring no higher examination than the one in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified service in said office.

POSTAL RULE VIII.

Each postmaster in the classified postal service shall report to the board of examiners:

(a) Every probational and every absolute appointment, and every appointment under any exception to examination authorized by Postal Rule II, clause 5, made in the office.

(b) Every refusal to make an absolute appointment in his office, and every refusal to neglect to accept an appointment in the classified service under him.

(c) Every transfer into the classified service under him.

(d) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.

(e) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

Approved February 2, 1888.

These rules shall take effect March 1, 1888.

[EXHIBIT 5.]

REVISED CIVIL-SERVICE REGULATIONS.

[In effect March 1, 1883.]

ADOPTING ORDER.

The United States Civil-Service Commission, acting under authority of the act titled "An act to regulate and improve the civil-service of the United States approved January 16, 1883, and of the rules promulgated by the President, hereby makes the following regulations, and revokes all regulations heretofore made under authority of the act and rules aforesaid except the regulations governing motion in the New York customs district and in the War Department, which shall remain in full force and effect.

GENERAL REGULATIONS.

REGULATION I.

DUTIES OF SECRETARY.

The secretary shall make minutes of the proceedings of the commission, and record them in a book to be kept for that purpose and to be entitled "Record of Proceedings." He shall have charge of the secretary's division of the commission, and shall have custody of and be responsible for the safe-keeping of the books, records, papers, and other property thereof. He shall enter upon the registers of eligibles names of persons eligible to places in the classified departmental service, and in the direction of the commission, upon proper requisition therefor, make certificates thereof. He shall perform such other duties as the commission may direct.

REGULATION II.

DUTIES OF CHIEF EXAMINER.

The chief examiner shall, under direction of the commission, supervise examinations, and act, as far as practicable, with the examining boards, to the best of his ability securing accuracy, uniformity, and justice in their proceedings. He shall have charge of the examiner's division of the commission, and shall have the custody and be responsible for the safe-keeping of the books, records, papers, and other property thereof. To him shall be referred all application papers for the classified departmental service, and such other application papers as the commission may direct, which he must approve or return to applicants for correction. He shall make arrangements for examinations; prepare and have printed, or supervise the preparation and printing, of the questions to be used in examinations in all the branches of the classified service; consider and report upon all complaints or appeals referred to him; make an annual report of the work done under his supervision and of its results; and perform such other duties as may be imposed upon him by the commission.

REGULATION III.

ORGANIZATION AND DUTIES OF BOARDS OF EXAMINERS.

The chairman and the secretary of each board of examiners shall be appointed by the commission upon nominations made by the board as hereinafter directed, and shall perform the duties hereinafter assigned to them respectively.

The central board, and every departmental, customs, and postal board shall, in accordance with Regulation VI, mark such examination papers as may be referred to by the commission; and shall, when required, assist the chief examiner in the distribution of examination questions. Members of such boards shall, when so directed by the commission, attend and supervise examinations.

The central board shall, upon request of the chief examiner, revise and re-mark papers of any competitor who, having been examined for any branch of the service, has made complaint of injustice done him by the examiners by whom his papers were marked; and in such cases all papers that would disclose the name or identity of the competitor shall be withheld from the board.

Customs and postal boards shall be organized in the following manner, and the members thereof shall perform the duties hereinafter specified:

Every year, on the first Thursday of July, at 10 o'clock a. m., every customs and postal board shall meet, and, by ballot vote, shall nominate one of its members for appointment as chairman and one of its members for appointment as secretary. The result of this vote shall be reported to the commission. The member nominated as chairman shall enter upon the discharge of the duties of chairman, and the member nominated for secretary shall enter upon the discharge of the duties of secretary, as the result of the nominating vote shall have been announced, and each shall serve until his successor shall have been nominated at the next succeeding annual meeting, unless the commission refuse to confirm his nomination and shall make another appointment than that advised by the board. When a vacancy shall occur in the office of chairman or of secretary, the board shall, at a meeting ordered for the purpose, nominate a member to fill the vacancy; and the nominee shall, upon the announcement of the nominating vote, become acting chairman or secretary, and continue to act until his successor shall have been nominated at the next succeeding annual meeting, unless the commission refuse to confirm the nomination and appoint another member to the vacant place.

Each customs and each postal board shall meet for the transaction of business on the first Thursday of each month, at 10 o'clock a. m., unless some other hour shall be determined upon by the board. At the regular monthly meeting the board shall receive a report to be made to the commission, in which report the transactions of the board during the preceding month shall be stated, and suggestions concerning the business of the board or the condition of the service be made.

Upon his own motion the chairman may, and upon the written request of any two members of the board or the direction of the commission he shall, call a meeting of the board, giving to each member at least one day's written notice of the time and place of the proposed meeting.

The chairman shall perform whatever duties the commission, or the board acting by the authority of the commission, may impose upon him. When present, he shall preside at the meetings of the board. In his absence, any other member may be called to the chair.

The secretary shall—

1. Keep minutes of the proceedings of the board, and record them in a book to be kept for that purpose.

2. According to the form prescribed by the commission, a record of all applica-

3. Give to each applicant, at least eight days before an examination, a notice of the time and place at which such examination will be held; *Provided*, That if the com-

mission, in ordering an examination, shall instruct the board that only a limited number of the applicants for the examination shall be examined, the secretary shall give the notice herein prescribed to no more than the number determined upon; the applicants to be notified in the order of the filing of their applications.

When an examination shall have been conducted by the board, report such examination to the commission upon the blank form prescribed.

Report, upon the blank form prescribed, every competitive and non-competitive examination by the board.

Keep registers of the persons eligible to appointment.

Upon request of an appointing or nominating officer for the names of persons eligible to an existing vacancy, make certification in accordance with the customs or postal rule applicable thereto: *Provided*, That the whole list of names of persons who have passed a non-competitive examination shall be certified.

Make monthly report, upon the blank form prescribed, of every certification made by the board, and of all matters reported to the board by the appointing or nominating officer.

Notify the commission when, in the opinion of the board, a necessity exists for holding an examination in addition to the regular examinations.

Have charge of all books and papers of the board, and be responsible for their safe keeping.

Perform such other duties as the commission, or the board acting by its authority may impose upon him.

5. The members of the several boards shall perform such other duties as the commission may from time to time impose upon them.

6. Neither boards of examiners nor individual members thereof may answer inquiries not officially before them; and neither the central board, nor a special or supplementary board, shall decide or express an opinion on any question concerning the law or the rules.

7. The central board shall be composed of as many members as the commission may from time to time determine upon.

8. A special or a supplementary board shall be composed of not less than three nor more than five members.

9. A postal board shall be composed of not less than three nor more than five members.

10. A customs board shall be composed of not less than three nor more than nine members.

REGULATION IV.

APPLICATION FOR EXAMINATION.

Applications for examination for admission to the classified departmental service all be made in the following form :

UNITED STATES CIVIL-SERVICE COMMISSION.

APPLICATION FOR EXAMINATION.

Classified departmental service.

the UNITED STATES CIVIL-SERVICE COMMISSION.
Washington, D. C. :

_____, hereby apply for the _____ examination, and on oath declare that, to best of my knowledge and belief, the answers made by me to the following questions are true :

Questions.	Answers.
Your Christian name and surname ? [in full]
Are you a citizen of the United States ?
If a naturalized citizen, when and where were you natu- ralized ?
Of what state or territory are you an actual <i>bona fide</i> [legal] resident
How long have you been a resident thereof ?
Of what town or city and county or parish are you a resi- dent ?
How long have you been a resident thereof ?
Your present postoffice address ?
The day and year of your birth ?
Your age last birthday ?
Where were you born ?
Your education ? [Mention the kind of school at which you were educated ; whether common school, high school, business college, academy, or college]
How old were you when you finally quitted school ?
Are you married ?
How many members of your family are in the classified service ?
Have you ever been convicted of, or are you under indict- ment for, any crime ?
Do you habitually use intoxicating beverages to excess ?
Are you physically capable of a full discharge of the duties of the position to which you are seeking ap- pointment ?
Have you any defect of sight ?
of hearing ?
of speech ?
of limb ?
Have you been examined for the classified service since July 16, 1883 ?
For the departmental, customs, or postal service ?
When and where ?
Did you pass ?
Were you appointed ?
To what place, and when ?
Are you now in the service ?
Were you dismissed for delinquency or misconduct ?
Were you dismissed for any other cause ; and if so, what ?
When ?

	Questions.	Answers.
12	<p>Are you in the military or in the naval service of the United States?.....</p> <p>Are you an enlisted man?</p> <p>Were you ever in the military service of the United States?.....</p> <p>In what company and regiment did you serve?.....</p> <p>Were you ever in the naval service of the United States?.....</p> <p>On what vessel did you serve?.....?</p> <p>Were you honorably discharged, and when?.....</p> <p>Were you honorably discharged on account of disability resulting from sickness or wounds received in the line of duty? [State particularly when, where, and how the disability was incurred]</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
13	<p style="text-align: center;">18....</p> <p>Your place of abode [city, or town, and state] during 18—?</p> <p>Your occupation, business, employment, or position during that year?</p> <p>Name of your employer, and his business?</p> <p>Present postoffice address of employer?</p> <p>Length of stay with employer! [Give dates]</p> <p>Cause of leaving?</p> <p style="text-align: center;">18....</p> <p>Your place of abode during 18—?.....</p> <p>Your occupation, business, employment, or position during that year?.....</p> <p>Name of your employer, and his business?</p> <p>Present postoffice address of employer?</p> <p>Length of stay with employer?.....</p> <p>Cause of leaving?</p> <p style="text-align: center;">18....</p> <p>Your place of abode during 18—?.....</p> <p>Your occupation, business, employment, or position during that year?.....</p> <p>Name of your employer, and his business?</p> <p>Present postoffice address of employer?</p> <p>Length of stay with employer?.....</p> <p>Cause of leaving?</p> <p style="text-align: center;">18....</p> <p>Your present place of abode?</p> <p>Your present occupation, business, employment, or position?</p> <p>Name of your employer, and his business?</p> <p>Postoffice address of employer</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>From to.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>From to.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>From to.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
14	<p>If this application is for the copyist or the clerk examination, and you wish to be examined in any of the supplementary subjects, in which of them?.....</p>	<p>.....</p> <p>.....</p> <p>.....</p>

In witness whereof, I have hereunto subscribed my name this _____ day of _____, 18____, at _____, county of _____ and state of _____.

[Applicant's signature:] _____.

[Postoffice address:] _____.

[The following oath must be taken before a notary public, or other officer authorized to administer oaths for general purposes, and his signature must be authenticated by official seal.]

_____, a resident of _____, county of _____, and state of _____, to me personally known, having been sworn [or affirmed] before me, declares that he is the person described in the foregoing application for examination under the United States civil-service act and rules ; that all of the answers to the questions contained in said application as above set forth were written with his own hand; and that all of the statements contained in said answers are true to the best of his knowledge and belief.

Sworn to and subscribed before me this _____ day of _____, 18—, at _____, county of _____
and state [or territory] _____.

[Officer's seal.]

[Signature of officer.] _____.

[Official title.] _____

2. Each of three citizens who have known the applicant for examination for the classified departmental service one year or longer must make a statement in the following form :

[These statements must be procured by the applicant, and the persons making them must be *bona fide* [legal] residents of the state, territory, or district in which the applicant claims actual *bona fide* residence, and one of them must be a resident of the city, town, county, or parish in which the applicant claims residence. An applicant who cannot obtain a statement from each of three *bona fide* residents of the state, territory, or district in which he claims residence, that he, the applicant, is personally known to each of said persons as a *bona fide* resident of said state, territory, or district, shall not be examined for the classified departmental service. Each of the vouchers must send his statement to the commission by mail. Three blank forms of the "Statement concerning applicant " must be furnished with each blank form of application. No recommendation of an applicant other than that contained in the statements concerning him will be received by the commission.]

UNITED STATES CIVIL-SERVICE COMMISSION.

STATEMENT CONCERNING APPLICANT.

Classified departmental service.

TO THE UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.:

I, the undersigned, hereby certify and declare upon my honor that I am personally acquainted with _____, of _____, county of _____, State of _____. I also hereby certify and declare upon my honor that the answers made by me to the following questions are in my own handwriting, and are true to the best of my knowledge and belief :

	Questions.	Answers.
1	Are you over 25 years of age ?.....	.....
2	Your residence ? [Give city or town, the county or parish, and state.] .....	.....
3	How long have you lived at your present place of residence ?.....	.....
4	Are you well acquainted with the applicant named above ? .....	.....
5	How long have you known said applicant ?.....	.....
6	Are you related to the applicant ?..... What is the relationship ?.....	.....
7	Has the applicant been in your employment ?..... How long was applicant employed by you ?.....	.....
8	If the applicant has been in business on his or her own account, can you state the nature of that business, and for how long he or she has carried it on ?.....	.....
9	Of what state or territory is the applicant an actual, <i>bona fide</i> [legal] resident ? .....	.....
	How long has he or she resided therein ? .....	.....
	Of what county or parish is the applicant a resident ? .....	.....
	How long has he or she resided therein ? .....	.....
	Of what town or city is the applicant a resident ? .....	.....
	How long has he or she resided therein ? .....	.....
10	What do you know of the applicant's education and acquirements ? .....	.....
11	What has been the condition of the applicant's health since you have known him or her ?.....	.....

	Questions.	Answers.
12	Is the applicant addicted to the use of intoxicating beverages? .....	.....
13	Is the applicant a person of good moral character? .....	.....
14	Is the applicant a person of good repute? .....	.....
15	Are you aware of any circumstances tending to disqualify the applicant for the public service? .....	.....
16	Would you yourself trust the applicant with employment requiring undoubted honesty, and would you recommend him or her for such to your personal friends? .....	.....

[Date.] _____.

[Signature.] _____,
[Postoffice address.] _____.

3. Applications for examination for admission to the classified customs service or the classified postal service shall be substantially in the same form as the foregoing form of application. Requests for blank forms of application and applications for examination for the customs service must be addressed as follows: "Secretary of Customs Board of Civil-Service Examiners, city of _____, state of _____;" and for the postal service, as follows: "Secretary of the Postal Board of Civil-Service Examiners, city of _____, state of _____."

4. No statements concerning applicants for admission to the classified customs service or the classified postal service shall be required, and no recommendation of an applicant shall be indorsed on any application paper or be received by the board of examiners.

5. Applications for non-competitive examinations for admission to any branch of the classified service must be made in form and manner as prescribed above for competitive examinations.

6. The name of every applicant whose application paper has been approved must be entered, in the order of the serial number of said paper, upon a record to be known as the "Record of Applications," which shall show the examination applied for, the age, residence, and education of the applicant, and other facts concerning him.

7. Applications shall be indorsed by the secretary of the commission, or by the secretary of the board of examiners, with the date of reception, and shall, when approved, be numbered serially in the order of approval by the chief examiner, or by the secretary of the board of examiners, who shall note thereon the date and hour of approval, which shall be held to be the date and hour of filing, and shall determine the order of entry of such applications upon the record of applications.

8. Every defective application paper must be returned to the applicant for correction; but every application paper showing the applicant to not be entitled to examination must remain on file with the commission or the board, and the applicant must be informed why he cannot be admitted to the examination requested by him.

REGULATION V.

EXAMINATIONS.

1. Two examinations for each classified customs district and postoffice shall be held every year, as follows: In each customs district, one commencing on the first Tuesday of April and the other on the first Tuesday of October; in each postoffice, one commencing on the first Tuesday of February, and the other on the first Tuesday of August; to continue from day to day, if necessary, until all applicants present upon

regular notification have had an opportunity to be examined. In the event of either of the days above named falling on a public holiday, the examination shall begin on the following day: *Provided*, That the commission shall order such additional examinations as may be required. Not less than twenty day's notice of the necessity for an additional examination must be given by the board requesting such examination, unless, in the opinion of the commission, the exigencies of the service require an examination to be held on shorter notice.

2. An applicant for a customs or a postal examination cannot be examined at any other custom-house or postoffice than the one in which he is seeking to enter the classified service.

3. If an applicant fail to receive due notice of an examination, or if he shall give a reason satisfactory to the commission or the board of examiners for failure to attend an examination of which he may have received due notice, he shall be notified to attend the next examination for the same class or place.

4. Examiners in charge of any examination shall be diligent in securing fairness therein.

5. The examination sheets shall be numbered.

6. Each competitor shall be designated by a number, to be known as his examination number, which he must place in figures at the head of each examination sheet that he may use.

7. At the commencement of an examination each competitor must fill the blanks in the "declaration sheet." He must also write his *examination number*, and nothing else, upon an envelope; into this envelope he must put the declaration sheet, and then seal the envelope. The envelope thus sealed must be delivered by the competitor to one of the examiners in charge, and it must not be opened until after the competitor's papers shall have been marked and his general average ascertained.

8. As soon as the envelopes containing the declaration sheets shall all have been delivered, sheet 1 shall be given to the competitors, and as soon as it shall have been completed sheet 2; and so on, each of the examination sheets in its order, according to number, no competitor being allowed to have two or more sheets at the same time. If, through no fault of the competitor, a sheet is spoiled, the examiners in charge may destroy the spoiled sheet and give the competitor another sheet of the same number. The time when a competitor receives a sheet, and the time when he finishes it, must be stated at the top of the sheet.

9. The examiners in charge shall require every competitor, upon completion of each sheet, to surrender the sheet itself and all scrap-paper or other paper upon which he may have done preliminary work before writing his answers on the sheet.

10. The answers on examination papers must be written with ink; but preliminary work, on tablets or scrap-paper, may be done with pencil.

11. In the dictation exercise the passage to be dictated shall first be read aloud for information, and then be dictated in groups of words, at the rate of not less than fifteen nor more than twenty-five words per minute. The examiner who reads the dictation must not repeat any group of words, or any word, dictated by him; but he must be careful in giving the dictation to pronounce each word distinctly.

12. Examiners must make to the whole class all explanations deemed necessary, and must not explain any question to any individual competitor.

13. After an examination shall have been commenced, no conversation or communication of any kind shall be permitted between competitors.

14. No examination shall begin earlier than 9 a. m. or continue later than 6 p. m.

15. Every examination must be held in the presence of more than one examiner, and in the room set apart either permanently or temporarily for such examination. But examinations in type-writing and other subjects which would annoy other persons being examined (or which must necessarily be confined to one person at a time), may be held in some room convenient to the general examination room, but where

they may be under the supervision of more than one examiner. No secret or private examination must be permitted.

16. Each examination, except the examination in book-keeping, or other examination especially excepted from this regulation by the commission, must be completed on the day on which it is commenced.

17. The time allowed for examinations shall be as follows :

(a) For each of the following-named departmental examinations :

For copyist, five (5) hours.

For clerk, seven (7) hours.

For special pension examiner, seven (7) hours.

For principal pension examiner, seven (7) hours.

For medical examiner in the pension-office, seven (7) hours.

For fourth assistant examiner in the patent-office, seven (7) hours.

For the State Department, seven (7) hours for the obligatory, and two (2) hours for each of the optional, subjects.

For type-writing, three (3) hours.

For stenography, one (1) hour.

For modern languages, two (2) hours for each language.

For law clerk, three (3) hours.

For proof-reading, four (4) hours.

For draughting (mechanical, topographical, or architectural), nine (9) hours.

For copyist of drawings, six (6) hours.

The examination in book-keeping shall be held on two successive days, seven (7) hours being allowed on the first day and five (5) on the second day. The first day shall be devoted to examination on the technical subject—book-keeping—and the second shall be devoted to examination on the other subjects.

(b) For each of the following-named customs examinations :

For clerk, seven (7) hours.

For law clerk, seven (7) hours.

For day inspector, five (5) hours.

For inspectress, five (5) hours.

For night inspector, four (4) hours.

For messenger, four (4) hours.

For gauger, seven (7) hours.

For assistant weigher, five (5) hours.

For examiner, seven (7) hours.

For opener-and-packer, four (4) hours.

For sampler, five (5) hours.

(c) For each of the following-named postal examinations :

For clerk, six (6) hours.

For carrier, five (5) hours.

For messenger, five (5) hours.

(d) Other examinations shall be regulated in the matter of time by the commission in the special order providing for such examinations.

(e) Twenty (20) minutes shall be allowed at the commencement of each examination for the work of filling the blanks of the declaration sheet and inclosing said sheet in the envelope, and ten (10) minutes for explanations and instructions by the examiner in charge, which time will not be included in the time allowed for the examination.

(f) No allowance will be made for time spent out of the examination room for luncheon or other purposes, and no allowance will be made for any time lost in the examination room. The examiner in charge must, however, be careful not to permit delay in issuing of question sheets.

18. The examiner in charge must take care that all question sheets, whether completed or not, are turned in by the competitors at the expiration of the time to which the examination is limited; but a proper allowance of time shall be made in the

of any competitor permitted to commence the examination at an hour subsequent to that at which the class commenced. If any competitor abandon his examination, or fail to complete it within the time allowed, the examiner in charge shall note the fact upon the last sheet had by such competitor.

19. During an examination no competitor shall leave the room without first giving notice of his desire to do so. If a competitor leave the room before he has finished the sheet on which he is engaged he will not be permitted to finish it upon his return; it will be taken up, and the next sheet will be given to him.

20. Should the examiner in charge have reason to suspect that competitors have copied from each other, or that they have improperly obtained information relating to the subject of the examination, the commission shall be informed thereof, and the examination papers of such competitors shall not be marked until the circumstances leading to the suspicion shall have been investigated; and if it be ascertained that the competitors have been guilty of the offense imputed to them, their papers shall be canceled.

21. Applicants must supply themselves, for use in an examination, with pen, ink, lead-pencils, and erasers, and in technical examinations (such as draughting) with the necessary instruments.

22. Except by permission of the commission, chief examiner, or board of examiners, no person except the commissioners, the examiners, and the competitors shall be allowed within the room during an examination.

23. No books, notes, maps, or diagrams shall be permitted in the examination room for the use or information of the competitors.

24. A record of all non-competitive examinations shall be kept by the commission, and each customs and postal board shall, after each of such examinations held by the board, report to the commission all the facts in relation thereto.

25. No request for the examination of an applicant for the customs or postal service out of his order, as determined by the number of his application paper, shall be granted.

26. An applicant who has for any reason been denied examination in his order, may appeal to the commission.

REGULATION VI.

MARKING OF EXAMINATION PAPERS.

1. As soon as practicable after an examination the papers of the competitors shall be marked and the general average of each ascertained.

2. A competitor, after receiving notice that he has passed or has failed to pass, may, in person or by duly authorized agent, inspect, in the presence of an examiner, his examination papers, and if in his opinion injustice has in any way been done him, he may, within thirty days after the receipt of notice, appeal to the commission, specifying particularly and in detail the cause of the complaint. The commission shall promptly decide all such appeals, and may, in the investigation thereof, direct the re-marking of appellant's papers and change his general average. But no communication from a competitor, explanatory of errors presumed to have been made by him in said examination, shall receive attention.

3. No request to have the papers of a competitor marked out of their order shall be granted.

4. All examination papers shall be marked under the following rules:

Mark every correct answer	100
Mark every faulty answer according to its value on a scale of 100, and ascertain the value of a faulty answer as follows: Mark each error in an answer (error in spelling, capitalization, computation, punctuation, or by omission, addition, substitution, transposition, etc.), as herein specifically directed, and deduct the sum of the error-marks of each answer from 100.....	The difference between the of the error-marks of each an and 100 will be the mark of answer.

ORTHOGRAPHY.

	From
For each error in orthography*.....	deduct
For each error in capitalization.....	

COPYING—writing from dictation.

In this exercise no word or date may be abbreviated.

For each error in orthography.....
For each word omitted
For each word inserted or added.....
For each word substituted †.....
For each transposition
For each abbreviation
For each error in capitalization ‡.....
For each failure to use the period at the end of a sentence, and for each grossly improper use of a punctuation mark.....
For irregularity in left-hand margin.....

COPYING—writing from plain copy or from rough draft.

For each error in orthography.....
For each word or figure § omitted.....
For each word inserted or added
For each word or figure substituted
For each transposition
For each abbreviation not in the copy ||.....
For each failure to capitalize according to copy.....
For each failure to punctuate according to copy.....
For each failure to paragraph according to copy.....
For irregularity in left-hand margin.....
For each omission of the hyphen in dividing a word at end of line.....

PENMANSHIP.

Mark penmanship ¶ on letter according to its value on a scale of 100.	
Mark penmanship on exercise in copying according to its value on a scale of 100.	
Divide the sum of the marks on letter and copying by 2	The quotient will be the mark on penmanship.

* If, in the dictation for spelling, the competitor spell correctly any other tense of the word dictated or any compound thereof, he shall be given full credit.

† No charge shall be made for the omission of the word or words in place of which the substituted word or words have been written.

‡ See Rules Governing Capitalization, at end of Rules for Marking.

§ The cipher is considered as a figure.

|| Copy, n. A pattern for writing; that which is to be imitated. "Let him first learn to write, as a copy, all the letters."

¶ In determining the value of penmanship on the letter and in the copying exercise, legibility, formation of letters, and general appearance must be considered.

ARITHMETIC.

Notation and Numeration.

	From 100 deduct—
improper use of the sign \$, £, or other denomination of quantity, or for the substitution of the other.....	25
omission of the decimal point, when a decimal is required	75
in denomination of decimal: for each place, not exceeding three.....	25
tended decimal expressed as a common (or vulgar) fraction	25
arly indicated decimal expressed as a common (or vulgar) fraction	50
numeration point placed to the right of the decimal point.....	5
use of the comma where the decimal point should be used	5
use of the period where the comma should be used.....	5
figure substituted.....	10
figure inserted.....	10
figure prefixed or suffixed	10
figure omitted	10
irect pointing.....	10
ing cents and mills as a decimal part of a dollar, when an amount of United States is required to be expressed in words	10

Fundamental Rules.

error in computation.....	10
omission of the decimal point in answer in which its use is required, or for expressing an amount as a decimal when it should be expressed as a whole number.....	50
errors in pointing off decimals: for one place.....	25
for two places	30
for three places	35
for four places	40
for five places	45
for six places	50
omission of the comma where the decimal point should be used	5

Fractions and problems.

charges for fundamental rules apply also to fractions and problems.	
wrong process producing incorrect result	100
complex statement, right result being produced.....	10
complex process or method, right result being produced	10
"work" or "operation in full" is required, the correct answer is given but no "work" is shown	75
fractions in answer not reduced to lowest terms, or answer in denominate numbers not expressed in the several denominations, beginning with the highest	20
denominate numbers, for errors in quantity of one denomination contained in a unit of a higher denomination, according to the gravity of the error	10 to 35
if work is correct and part incorrect, or if problem is incomplete, credit in proportion to correct work done.	
omitting days of grace in problems in bank discount, or in other problems when specified	25
"work" or "operation in full" is required, the correct answer is given, and the process is clearly indicated, but not written in full	15
attempt is made to answer	100
are to indicate the answer in problems by the letters: <i>Ans.</i> , or otherwise	5
failure to use the sign \$ or £, or any other monetary or commercial sign, or any sign which the relations of quantities are expressed, when the use of such is required in the statement or solution of a problem	5

BOOK-KEEPING AND ACCOUNTS.

	From 100 deduct—
omission of heading	20
omission of wrong heading	50
primary misplacement of credits or debits.....	10
omission of date or item.....	10
omission or misplacement of balance.....	20
failure to bring balance down, when required.....	10

ELEMENTS OF THE ENGLISH LANGUAGE.

Each error in a sentence given for correction shall be valued at the amount that would be produced by dividing 100 by the sum of the errors contained in the sentence. If, in correcting a sentence, errors are made in the answer that are not in the sentence given for correction, these errors shall be added to the errors of the sentence to be corrected, and each error shall be valued at the amount resulting from a division of 100 by this sum.

Any exercise in this subject (letter-writing excepted) which does not present a definite number of points, so that it may be marked under definite rules, will be marked in the discretion of the examiners upon the following considerations: (1) Whether the answer covers the question; (2) whether it is accurate; (3) whether it is unambiguous; (4) the degree of information and capacity it exhibits.

The sum of the error values credited for errors corrected in the answer will be the mark of the answer.

In the discretion of the examiners.

LETTER-WRITING.

In marking the letter, form, style, and matter will each be marked on a scale of 100, and the sum of these marks will be divided by 3.

In marking the letter, the errors below mentioned shall be charged to form, as follows:

	From 100 deduct—
Omission of date line.....	10
Omission of name of place or date, in date line.....	5
Omission of address.....	10
Omission of name of person or place in address.....	5
For each incompletely written (1) name of place in date line or address; (2) date or address; (3) subscription.....	5
For each error in spelling.....	3
For each error in the division of words.....	3
For each error in syntax.....	3
For irregular left-hand margin.....	3
For repetition of address.....	5
For signing name instead of examination number.....	5
For each word omitted or repeated.....	1
For each error in punctuation, and in the use of capitals.....	1
No definite directions can be given for marking the style and matter of the letter, and the judgment of the examiners must therefore determine the value of each. But it will be proper in determining the mark on style to consider:	
(1) The mode of expressing the thought or facts; (2) rhetorical expression; (3) choice of words and their arrangement (not including grammatical construction).	
And in determining the mark on matter, it will be proper to consider: (1) Adherence to the subject; (2) intelligence and ability shown.	

The quotient resulting from a division of the sum of the markings on form, style, and matter by 3, will be the mark of the letter.

The sum of the error marks shall be deducted from 100, and the remainder will be the mark on form in the marking of the letter.

In marking style and matter, the judgment of the examiners determines the mark on each.

GEOGRAPHY, HISTORY, AND GOVERNMENT.

In marking these subjects, each answer shall be marked in the discretion of the examiners, according to its value on a scale of 100.

When the question requires in the answer a specified number of states, countries, persons, places, locations, or things, the quotient arising from the division of 100 by the number of states, countries, etc., required shall be the credit to be given for each state, country, etc., correctly named; if a greater number is given in the answer than is required, the additional number of states, countries, etc., shall be added to the number required by the question, and the quotient arising from the division of 100 by the number thus obtained shall be the credit to be given for each state, country, etc., correctly named.

GENERAL PROVISIONS.

- Any error not covered by the foregoing rules will be marked in the discretion of the examiners.
- The examiners, having satisfactory evidence that an answer has been borrowed or otherwise improperly obtained, the question will be marked 0, and the examination papers, with the evidence, referred to the commission.
- The examination papers of every competitor must be marked by the board of examiners, and each examiner shall initial every paper marked by him. Should a review by another examiner be necessary, he shall also initial every paper reviewed by him. Each examiner who marks a subject shall mark and initial with pencil or ink of different color than that of the pencil or ink used by any other examiner marking the same subject.
- All errors noted must be indicated by underlining or otherwise. The charge for each error must, when practicable, be noted on the margin of the sheet.
- In finding the average of the marks on any subject by dividing the sum of the credits by the number of questions, the unanswered questions must be counted in obtaining the divisor.

RULES GOVERNING CAPITALIZATION.

Following words should begin with capital letters:

first word of every distinct sentence.

proper names, and titles of honor or office; as, George Washington, Thomas Jefferson, Abraham Lincoln, General Grant, President Cleveland, Governor Marcy, Lord Tennyson, Sir Walter Scott, the fourteenth street.

-The name of any object personified may be used as a proper name, and should then begin with capital letter; as, "Come, gentle Spring."

adjectives derived from proper names; as, American, European, African.

appellations of the Deity; as, God, the Almighty, the Supreme Being, the Most High.

first word of every line of poetry.

first word of a direct quotation, when the quotation forms a complete sentence; as, "Christ's yoke is easy."

first name and principal word in the titles of books; as, "Pope's Essay on Man."

pronoun I and the interjection O are written in capitals.

-Other words of particular importance may begin with capital letters.

SPECIAL AND SUPPLEMENTARY EXAMINATIONS.

Examiners must, when rules for marking the technical, special skill, or practical test parts of an examination have not been prescribed, determine upon their own judgment the value of the same in such parts of any examination; but, as far as practicable, the papers of special and supplementary examinations must be marked under these rules.

EXAMINATION IN TYPE-WRITING.

Examination in type-writing consists of four subjects, all of which are practical tests. 1. Tabulating in tabular form certain data given in the question. 2. Transcribing rough draft. Exercise intended to test the applicant's knowledge of the use and adjustment of the machine. Punctuation, in which time is an important element.

1. *Tabulating exercise.*

In marking the tabulating exercise, errors in spelling, and the omission, substitution, and transposition of figures, and errors in the use of words, will be charged, as nearly as may be, under the rule for marking the copying exercise.

If the competitor consume only twenty minutes in tabulating he will be credited with 100. If the time consumed is more than twenty minutes, and not more than thirty minutes, $\frac{1}{2}$ of 1 will be deducted from 100 for every minute consumed more than twenty minutes. When the time consumed is more than thirty minutes and not more than forty-five minutes, $\frac{2}{3}$ of 1 will be deducted from 100 for every minute consumed more than twenty minutes. When the time consumed is more than forty-five minutes and not more than sixty minutes, 1 will be deducted from 100 for every minute consumed more than twenty minutes. When the time consumed is more than sixty minutes and not more than seventy minutes, $1\frac{1}{2}$ will be deducted from 100 for every minute consumed more than twenty minutes. Examiners will mark, in their discretion, neatness, accuracy, and completeness, in tabulating.

2. *Transcribing rough draft.*

In marking the exercise in transcribing rough draft, spelling, capitalization, and punctuation will be marked, and marked as nearly as may be under the rule for marking the copying exercise.

Time consumed will be marked according to the following scale: If the competitor consume only fifteen minutes in transcribing rough draft, he will be credited with 100. When the time consumed is more than fifteen minutes, and not more than twenty-five minutes, $\frac{1}{2}$ of 1 will be deducted from 100 for every minute consumed more than fifteen minutes. When the time consumed is more than twenty-five minutes, and not more than thirty-five minutes, $\frac{2}{3}$ of 1 will be deducted from 100 for every minute consumed more than fifteen minutes. When the time consumed is more than thirty-five minutes, and not more than forty-five minutes, 1 will be deducted from 100 for every minute consumed more than fifteen minutes.

When the time consumed is more than forty-five minutes, and not more than sixty minutes, $1\frac{1}{2}$ will be deducted from 100 for every minute consumed more than fifteen minutes.

3. *Copying and spacing.*

In marking the copying and spacing exercise particular consideration will be given to the POSITION OF THE TYPE, and THE SPACING BETWEEN LINES, the competitor being required to reproduce, as nearly as possible, the copy.

Neatness will also be considered, in marking which spelling, capitalization, punctuation, and the omission, addition, or substitution of a word or figure will be marked under the rule for marking the copying exercise.

Time consumed will be marked under the rule for marking the tabulating exercise.

4. Dictation exercise.

In marking the dictation exercise ACCURACY and SPEED will be considered.

In marking ACCURACY, spelling, capitalization, punctuation, and the omission, addition, or substitution of a word or figure will be considered and marked under the rule for marking the dictation exercise.

For a SPEED of 65 words per minute a credit of 100 will be given, and for every word in speed less than 65 per minute 1 will be deducted from 100 down to and including 56 words per minute. For a speed of 55 words per minute a credit of 90 will be given, and for every word in speed less than 55, down to and including 35, a deduction of $\frac{1}{3}$ of 1 from 100 will be made. For a speed of 34 words per minute a credit of 74.50 will be given, and for every word in speed less than 34 a deduction of $\frac{1}{3}$ of 1 from 100 will be made.

EXAMINATION IN STENOGRAPHY.

This examination consists of TWO EXERCISES IN DICTATION, to be written by each of the competitors in stenographic characters, which he must then transcribe into longhand. One of the dictation exercises is a selection from a speech, and the other is a letter, the two exercises containing not less than 300 words. The transcript will be compared with the printed text from which the dictation was given, and, under the rule for marking the copying exercise, charges will be made for the omission, addition or substitution of words, and for errors in spelling. Under the rule for marking exercises in dictation charges will be made for errors in punctuation and capitalization.

An important element in this examination is SPEED in writing words in stenographic characters, which will be marked upon the following scale: For a speed of 150 words or more per minute, a credit of 100 will be given. For a speed of less than 150 and not less than 80 words, $2\frac{1}{2}$ will be deducted from 100 for every 5 words less than 150, any number of words less than 5 being counted as 5. For a speed of less than 80 and not less than 65 words, $3\frac{1}{2}$ will be deducted from 100 for every 5 words less than 80, any number of words less than 5 being counted as 5.

STENOGRAPHY AND TYPE-WRITING.

A weight of 2 is given to stenography, and a weight of 1 to type-writing. The general average of all eligibles who stand upon the register in stenography, and also upon the register in type-writing, will be ascertained, and the general average of each eligible in stenography multiplied by 2, the product added to his general average in type-writing, and the sum divided by 3. In this manner a general average of those who are eligible in both stenography and type-writing will be ascertained.

5. There shall be given to every subject in an examination a relative weight according to its importance therein, and the general average of each competitor shall be ascertained as follows:

Multiply the average of the marks on each subject by the number indicating the relative weight of the subject and divide the sum of the products thus obtained by the sum of the relative weights. The quotient will be the general average. For example:

CLERK EXAMINATION.

Subjects.	Averages.	Relative weights.	Products of multiplication of averages by relative weights.
(a) Orthography.....	90	2	180
(b) Copying.....	90	3	270
(c) Penmanship.....	80	3	240
(d) Arithmetic.....	95	5	475
(e) Elements of book-keeping and of accounts	75	2	150
(f) Elements of the English language	80	1	80
(g) Letter-writing.....	80	3	240
(h) Elements of the geography, history, and government of the United States	70	1	70
Divide the sum of the products by the sum of the relative weights...		20	1,705
And the general average is ascertained to be.....			85.25

REGULATION VII.

CERTIFICATIONS.

1. Immediately after the papers of an examination shall have been marked, the names of the successful competitors shall be placed upon the registers of eligibles supplied by that examination.

2. If when requisition is made for certification from any register of eligibles of a customs district or of a postoffice, or from a departmental supplementary or special register of eligibles, there are thereon the names of eligibles who have claim of preference under section 1754 of the Revised Statutes, all of them, if they do not exceed three in number, shall be certified. If the requisition is for certification from the copyist or the clerk register, the names of all the preference claimants who are then eligible shall be listed together in the order of their grades, the name of the preference-claiming eligible who has the highest grade being placed at the top of the list. From this list the first three names shall be certified.

3. Any eligible who is on both a clerk (or copyist) and a supplementary register may be certified from either, and when appointed from one shall be dropped from or cease to be eligible upon the other. Any applicant who takes the basis examination (clerk or copyist) for the sole purpose of enabling him to take a supplementary examination, and who expresses that purpose in his application, shall be certified from the supplementary register only. But an eligible who is on a supplementary register, and who declines an appointment upon certification from the clerk or copyist register because he desires to be appointed from the supplementary register only, but who did not express that desire in his application, shall, by such declination, forfeit his right to certification from the supplementary register. Any eligible who is on both a clerk (or copyist) and a special register may be certified from either, and if appointed from the clerk (or copyist) register shall remain eligible on the special register; but if appointed from a special register shall be dropped from all other registers: *Provided*, That no person who has been appointed from any register shall be certified from a special register to the department or office in which he is serving.

4. When an eligible is offered an appointment which he declines, and either by words or plain and decisive acts expresses a purpose to accept no place to which he may at any time be appointed, he shall not be again certified; but when the refusal is to accept a particular place vacant, and it appears that the eligible wishes to have the benefit of the remaining certifications which the rules allow, such further certification may be made. If, however, the next certification is to fill the *identical* vacancy, the eligible refusing shall not be certified a second time for that vacancy, but the next eligible in order shall be taken. The eligible so refusing must, however, be certified for the next vacancy, if his certification be then in order, though it may be for the same place.

5. No person having custody of or access to a register of eligibles shall disclose the grade of any eligible whose name is thereon without consent of the eligible concerned; and no person having custody of, or access to such register shall, without consent of the commission, disclose the relative grades of eligibles whose names appear thereon.

6. An eligible who, for any reason, has been refused certification when his name was in order therefor, may appeal to the commission, and such appeal shall be decided without delay.

7. No request to have the name of an eligible certified out of its order on the register of eligibles shall be granted.

In force March 1, 1888.

PROMOTIONS IN DEPARTMENTAL SERVICE.

REGULATIONS.

[Applied to the War Department May 7, 1887.]

BOARDS OF PROMOTION, HOW CONSTITUTED.

SECTION 1. In each department a board of promotion shall be constituted in the following manner:

Clause 1. Upon the written request of the commission the head of the department shall name—

1. Not less than six persons of a grade not below class four, whom he regards as the most competent of those serving under him, for places on the board of promotion, stating generally their qualifications; and from all thus named the commission shall select three persons as the board of promotion of that department.

2. In like manner, not less than two persons of a grade not below class four, serving in each bureau of his department, one of whom shall be selected as the auxiliary member of the board for that bureau. Each auxiliary member shall act with all the authority of a member of the board in matters relating to promotions in the bureau for which he has been appointed; but at no other time shall he act as a member of the board. Auxiliary members may, however, by action of the board, be called in consultation with it upon matters relating to the general subject of promotions. In the event of an equal division in the board, when an auxiliary member is acting, the commission shall decide.

Clause 2. Upon designation by the commission, one member of each board shall act as chairman and another as secretary.

DUTIES OF BOARDS AND OF PROMOTING OFFICERS.

SECTION 2. Departmental boards of promotion shall perform the following duties:

Clause 1. Immediately after the organization of a board of promotion in any department, the head of that department shall furnish to the commission, upon its request, a schedule of the several classes of officers, clerks, and employes who have been classified in said department under the civil-service act of January 16, 1883 (indicating those excepted from examination under the civil-service rules), in each bureau of the department, with a list of the names of the persons in each of said classes.

Clause 2. Upon receipt of the schedule of classes of any department the commission shall require the promotion board of said department to determine and report to it the examination necessary for promotion to each class above the lowest, excepting the special class hereinafter provided for.

Clause 3. The lowest class from which promotions may be made by examination and certification, as herein provided for, is the class giving an annual salary of \$1,000: *Provided,* That any person in a class giving an annual salary of \$900 or less, appointed thereto upon certification from the clerk register, may, after probation and absolute appointment, compete for promotion to class one.

Any person, appointed upon certification from the clerk register to a place giving an annual salary of \$900 or less, may be promoted, in the discretion of the head of the department, during probation or after absolute appointment, to the \$1,000 class;

and any person in a class giving an annual salary of \$900 or less, appointed thereto upon certification from the copyist register, may, after probation and absolute appointment, upon certification by the commission that such person has passed the clerk examination, be promoted, in the discretion of the head of the department, to the \$1,000 class; and any person in a class giving an annual salary of less than \$900, appointed thereto upon certification from the copyist register, may be promoted, in the discretion of the head of the department, during probation or after absolute appointment, to the \$900 class.

Any person who, by reason of any classification, is in the classified departmental-service, in a class below the \$1,000 class, but who was not appointed upon examination and certification by the commission, shall be entitled to the same right of promotion to the \$1,000 class, and of competition for promotion to class one, as those appointed from the clerk register of the commission to a class below the \$1,000 class.

Clause 4. Examinations for promotion shall be conducted under the direction of, and upon written questions approved by, the commission; and the boards of promotion shall, under the supervision of the commission, mark the examination papers of all competitors, excepting those of competitors of the special class hereinafter provided for. But it is especially provided that one of the subjects of each examination shall be "efficiency," which shall be marked by the head of the bureau, as follows:

A list of the names of the competitors in each case below the class to which promotions are to be made shall, after each examination, be furnished to the head of the bureau, who shall mark the "efficiency" of each competitor on a scale of 100, and in so doing shall consider the attendance, application, habits, ability, and adaptability of each to the duties of the class in which he is serving; and hereafter such record shall be kept of the habits and work of the employés in the various departments as will show their efficiency.

Clause 5. Whenever the head of any department shall so request, the examinations for promotion in his department shall be made without regard to bureaus, and he shall mark the efficiency of the competitors. In such examinations no auxiliary member of the board of promotion shall act. And whenever the head of any department shall so request, the examinations for promotion in any bureau thereof shall be made by divisions, the head of the bureau to mark the efficiency of the competitors, and the auxiliary member of the board of promotion for that board to act.

Clause 6. To every subject in an examination a relative weight, according to its importance in the examination, shall be given. The result of each examination shall be ascertained as follows: Each question will be marked on a scale of 100; the average of the marks in each subject will be multiplied by the number indicating the relative weight of the subject, and the sum of the products will be divided by the sum of the relative weight; the quotient will be the competitor's standing in the examination.

All competitors who attain an average of 75 per cent. shall be eligible to promotion, and their names, with the average obtained by each, shall be entered upon a register of eligibles.

Clause 7. Positions requiring technical, professional, or scientific knowledge, or knowledge of a language other than the English language, or peculiar or special skill, on the part of the persons occupying them, for which examinations have been or may be provided by the commission, shall be known, for purposes of promotion, as positions of the special class; and promotions to any position in the special class shall be made in the following manner:

Whenever the commission shall order an examination to be held for the purpose of determining the fitness of applicants in any bureau for promotion to any position in the special class of said bureau, the promotion board, acting with the auxiliary member for that bureau, shall give proper notice that all persons in said bureau wishing to compete for promotion may be examined, upon making written application for such examination, at a time and place to be named in said notice. The questions for such examination shall be prepared by the special board of examiners which is

charged by the commission with the duty of ascertaining the qualifications of applicants for admission by original appointment to the position in the special class for which the examination for promotion is to be held. All such questions must be submitted to the commission for approval.

The examination papers of every examination for promotion to the special class shall be marked by the appropriate special board of examiners; and the board, accepting the rating in efficiency, made in the manner prescribed in clause 4 of this section, shall grade each applicant as provided in clause 6, and furnish to the commission a list of the names of all the applicants, indicating the grade of each; and the names of all applicants graded at 75 per cent. or over shall be placed upon a register of eligibles.

Clause 8. The registers of persons eligible to promotion shall be kept by the commission; and upon the written request of the promoting officer the commission shall certify to said officer a list of the names of all the persons eligible to promotion to the vacancy to be filled; and from among the persons whose names are thus certified the promotion shall be made.

Clause 9. Persons who fail to obtain the minimum grade of eligibility to promotion shall be re-examined after the expiration of six months; and if they then again fail to pass, may be reduced to a lower class or be dismissed from the service. This provision, however, shall not apply to persons who are examined for promotion to the special class.

Clause 10. Each board of promotion shall meet on the first Saturday of July, annually, and make to the commission a report of its transactions during the preceding fiscal year and of the results of its work. The board shall also meet at such other times as it may determine upon.

WHO SHALL COMPETE.

SECTION 3. Promotions shall be made from the \$1,000 class and from classes under the \$1,000 class, as hereinbefore provided, to the first class; from the first to the second class; from the second to the third class; and from the third to the fourth class. All persons in the class immediately below the class to which promotions are to be made must be examined for promotion; and, upon recommendation of the board of promotion, the commission may open competition to persons in one or more of the classes immediately below the class required to be examined or which has been examined. Persons in the classes below the \$1,000 class, appointed from the clerk register, upon making to the board of promotion written application therefor, shall be examined for promotion to class one. Upon written application for any supplementary or special examination, any person in a class not below the \$1,000 class may be examined for promotion to the special class at such times as the commission may direct.

THE COMMISSION AND PROMOTION EXAMINATION.

SECTION 4. All examinations for promotion shall be supervised and controlled by the commission.

FOR DISMISSAL.

SECTION 5. Any member of a board of promotion who discloses, or any employé who procures or attempts to procure, any of the questions of an examination for promotion, shall be reported by the commission to the head of the department for dismissal from the service.

HOW PROMOTED PERSONS SHALL BE ASSIGNED.

SECTION 6. All persons promoted shall be assigned to the duties of the grade to which they have been promoted, unless the interests of the service require their assignment to other duties, which fact shall be reported by the head of the bureau or office to the head of the department.

[EXHIBIT 7.]

PROMOTIONS IN NEW YORK CUSTOMS DISTRICT.

REGULATIONS.

[In force January 4, 1887.]

In the exercise of the power vested in the President by the constitution, and by virtue of section 1753 of the Revised Statutes and of the civil service act approved January 16, 1883, the following regulations governing promotions in the customs service at the city of New York are hereby approved and promulgated:

REGULATION 1. The board of examiners of the New York customs district may at any time, with the approval of the civil-service commission, order an examination for promotion, and at least five days before the examination is to take place shall cause a notice to be posted conspicuously in the office for which such examination is to be held, and shall state in said notice the class or classes to test fitness for promotion to which the examination is to be held, and the time and place of examination. Promotions shall be from class to class, and the examination of persons in one class shall be to test their fitness for promotion to the next higher class: *Provided, however,* That if in any examination for promotion the competitors in the next lower class shall not exceed three in number, the board may, at its discretion, open the competition to one or more of the classes below the class in which there are not more than three competitors. All persons in the class immediately below the class to which promotions are to be made, and who have been in said class at least six months, must be examined for promotion.

REGULATION 2. The examination must be held upon such subjects as in the opinion of the board of examiners, with the approval of the commission, the general nature of the business of the office and the special nature of the positions to be filled may require. In grading the competitors, due weight must be given to the efficiency with which the several competitors shall have performed their duties in the office; but none who shall fail to attain a *minimum* standard of 75 *per centum* in the written examination shall be certified for promotion.

REGULATION 3. The whole list of eligibles from which the promotion is to be made shall be certified to the nominating officer.

REGULATION 4. Any person employed in any of the offices to which these regulations apply may be transferred without examination after service of six months consecutively since January 16, 1883, from one office to a class no higher in another office, upon certification by the board of examiners that he has passed an examination for the class in which he is doing duty, and with the consent of the heads of the respective offices and the approval of the Secretary of the Treasury.

REGULATION 5. The civil-service commission may at any time amend these regulations or substitute other regulations therefor.

ADDITIONAL REGULATIONS GOVERNING PROMOTIONS IN THE NEW YORK CUSTOMS DISTRICT.

[Promulgated February 24, 1887 ; amended January 26, 1888.]

The following examinations and promotions are included among those authorized by the "Regulations governing promotions in the customs service at the city of New York," approved January 4, 1887, viz :

1. Any person who has been absolutely appointed as day inspector may, upon passing the regular examination for promotion from class one to class two, clerk's grade, in the surveyor's office, be promoted to class two, clerk's grade, in that office ; and any person who has been absolutely appointed as day inspector, or as storekeeper, may, upon passing the regular examination from class one to class two, clerk's grade, in the collector's office, be promoted to class two, clerk's grade, in that office.

2. Any person in the office of the appraiser who has served not less than twelve consecutive months as opener-and-packer, or as sampler, may, upon passing an examination prepared by the board of examiners, under the direction of the commission, be promoted to class one, clerk's grade, in that office ; and any person who has been absolutely appointed as clerk in the office of the appraiser may, upon passing an examination prepared by the board of examiners, under the direction of the commission, be promoted to the grade of examiner in that office.

3. The examinations for promotion herein authorized shall be ordered as follows :—When any notice is given of an examination for promotion from class one to class two, in the collector's or surveyor's office, under Promotion Regulation 1, it shall include a notice to all inspectors who desire to be examined for promotion to class two, clerk's grade ; and the names of the inspectors who pass the examination shall be placed on the list of eligibles for promotion to class two in the office for which the examination was held. When the appraiser shall request the board of examiners to hold an examination for promotion in his office from the grade of opener-and-packer and from the grade of sampler to class one, clerk's grade, or for promotion from the grade of clerk to the grade of examiner, the board shall, with the approval of the commission, order such examination ; and the names of the openers-and-packers and of the samplers who pass the examination shall be placed on the list to be known as the "List of openers-and-packers and samplers eligible for promotion to class one, clerk's grade, appraiser's office ;" and the names of the clerks who pass the examination shall be placed on a list to be known as the "List of clerks eligible for promotion to the grade of examiner in the appraiser's office." Certification shall be made from these lists under Promotion Regulation 3.

Notice of any promotion examination hereby authorized shall be given in the manner provided by Promotion Regulation 1 ; and it is expressly provided that no non-competitive (or pass) examinations shall be held under the authority to hold promotion examinations hereby conferred.

[EXHIBIT 8.]

CLASSIFICATION.

DEPARTMENTAL SERVICE.

DEPARTMENT OF WAR.

[This classification took effect November 19, 1884.]

Class A, those having an annual compensation exceeding \$2,000.
Class B, those having an annual compensation of \$2,000.
Class four, those having an annual compensation of \$1800.
Class three, those having an annual compensation of \$1600.
Class two, those having an annual compensation of \$1400.
Class one, those having an annual compensation of \$1200.
Class C, those having an annual compensation of \$1000.
Class D, those having an annual compensation of \$900 and under.
Messengers, watchmen, and laborers are excepted from this classification.

DEPARTMENT OF THE TREASURY.

[This classification took effect January 2, 1885.]

Class four, \$1800 or more, annual salary, fixed by law.
Class three, \$1600, annual salary, fixed by law.
Class two, \$1400, annual salary, fixed by law.
Class one, \$1200, annual salary, fixed by law.
Class B, \$1000, annual salary, fixed by law.
Class A, \$900, annual salary, fixed by law.
Messengers, watchmen, and laborers are excepted from this classification.

POSTOFFICE DEPARTMENT.

[This classification took effect February 6, 1885.]

Class A, those having an annual compensation exceeding \$2,000.
Class B, those having an annual compensation of \$2,000.
Class four, those having an annual compensation of \$1800.
Class three, those having an annual compensation of \$1600.
Class two, those having an annual compensation of \$1400.
Class one, those having an annual compensation of \$1200.
Class C, those having an annual compensation of \$1000.
Class D, those having an annual compensation of \$900.
Class E, those having an annual compensation of \$720.
Messengers, watchmen, and laborers are excepted from this classification.

DEPARTMENT OF THE NAVY.

[This classification took effect November 22, 1884.]

Clerks of class four, \$1800 per annum.

Clerks of class three, \$1600 per annum.

Clerks of class two, \$1400.

Clerks of class one, \$1200.

Clerks of \$1000 per annum.

\$900 per annum copyists.

\$720 per annum copyists.

Messengers, watchmen, and laborers are excepted from this classification.

DEPARTMENT OF THE INTERIOR.

[This classification took effect December 6, 1884.]

Fourth class, all clerks receiving \$1800 per annum. Subdivision A of fourth class, all clerks receiving \$2,000 or more per annum, not chiefs of divisions, and excepted from examination by the civil-service acts and rules.

Third class, all clerks receiving \$1600 per annum.

Second class, all clerks receiving \$1400.

First class, all clerks receiving \$1,200 per annum. Subdivision A of the first class, all clerks receiving \$1,000 per annum. Subdivision B of the first class, all clerks without reference to the amount of salary paid to them. [At the time of this classification, copyists in the Department of the Interior received either \$900 or \$720 per annum.]

Class A, all employes at Washington, who are not clerks or copyists, receive \$1,000 per annum.

Messengers, watchmen, and laborers are excepted from this classification.

DEPARTMENT OF AGRICULTURE.

[This classification took effect December 12, 1884.]

Clerks of class one, \$1200 per annum.

Clerks of class two, \$1400 per annum.

Clerks of class three, \$1600 per annum.

Clerks of class four, \$1800 per annum.

Clerks at \$1,000 per annum, each.

Clerks at \$840 per annum, each.

Clerks at \$720 per annum, each.

Clerk to bureau of animal industry.

Disbursing officer.

Assistant to disbursing officer.

Librarian.

Superintendent of folding-room.

Employes in the chemical bureau.

Employes in the laboratory.

Employes in the botanical bureau.

Employes in the bureau of entomology.

Employes in the museum.

Foreman in the grounds.

DEPARTMENTS OF STATE AND OF JUSTICE.

By section 163, Revised Statutes, the clerks of all the executive departments, including the Department of State and the Department of Justice, were arranged in four classes, distinguished as first, second, third, and fourth classes. The commission has not received notice that this classification has been revised by the head of either of the two departments named.

UNITED STATES CIVIL SERVICE COMMISSION.

[This classification took effect March 1, 1888.]

Class A, including all persons receiving compensation at the rate of less than \$1,000 per annum.

Class B, including all persons receiving compensation at the rate of \$1000 or more, but less than \$1200, per annum.

Class one, including all persons receiving compensation at the rate of \$1200 or more, but less than \$1400 per annum.

Class two, including all persons receiving compensation at the rate of \$1400 or more, but less than \$1600 per annum.

Class three, including all persons receiving compensation at the rate of \$1600 or more, but less than \$1800 per annum.

Class four, including all persons receiving compensation at the rate of \$1800 or more, but less than \$2000 per annum.

Class five, including all persons receiving compensation at the rate of \$2000 or more per annum.

No person who is appointed to an office by the President, by and with the advice and consent of the Senate, or by the President alone, and no person who is to be employed merely as a laborer or workman or as a watchman, shall be considered as within this classification.

CUSTOMS SERVICE.

[Classification applicable to every customs district in which the number of officers, clerks, and other persons in the public service are as many as fifty. This classification took effect March 26, 1883.]

Class A, all persons, not employed merely as laborers or workmen, receiving a compensation amounting to \$900 or more, but less than \$1200 per annum.

Class one, all persons receiving a compensation amounting to \$1200 or more, but less than \$1400 per annum.

Class two, all persons receiving a compensation amounting to \$1400 or more, but less than \$1600 per annum.

Class three, all persons receiving a compensation amounting to \$1600 or more, but less than \$1800 per annum.

Class four, all persons receiving a compensation amounting to \$1800 or more, but not including any officer confirmed by the Senate.

[This classification applies to the customs districts of the following-named cities: Baltimore, Md.; Boston, Mass.; Burlington, Vt.; Chicago, Ill.; Detroit, Mich.; New Orleans, La.; New York City, N. Y.; Philadelphia, Pa.; Port Huron, Mich.; Portland, Me.; San Francisco, Cal.]

POSTAL SERVICE.

[Classification applicable to every postoffice in which the number of officers, clerks, and other persons in the public service are as many as fifty. This classification took effect March 3, 1883.]

Class four, \$1800 and over per annum.

Class three, \$1400 and less than \$1800 per annum.

Class two, \$900 and less than \$1400 per annum.

Class one, less than \$800 per annum.

[This classification applies to the postoffices of the following-named cities: Albany, N. Y.; Baltimore, Md.; Boston, Mass.; Brooklyn, N. Y.; Buffalo, N. Y.; Chicago, Ill.; Cincinnati, Ohio; Cleveland, Ohio; Columbus, Ohio; Denver, Colo.; Des Moines, Iowa; Detroit, Mich.; Hartford, Conn.; Indianapolis, Ind.; Jersey City, N. J.; Kansas City, Mo.; Los Angeles, Cal.; Louisville, Ky.; Milwaukee, Wis.; Minneapolis, Minn.; Newark, N. J.; New Haven, Conn.; New Orleans, La.; New York City, N. Y.; Omaha, Nebr.; Philadelphia, Pa.; Pittsburgh, Pa.; Providence, R. I.; Richmond, Va.; Rochester, N. Y.; Saint Louis, Mo.; Saint Paul, Minn.; San Francisco, Cal.; Syracuse, N. Y.; Toledo, Ohio; Troy, N. Y.; Washington, D. C.]

[EXHIBIT 9.]

SCHEDULE OF EXAMINATIONS—1887.

NOTE. *It is desired that each applicant will, by filling the proper blanks in the slip herewith inclosed, indicate the place and time at which he wishes to be examined.*

ALABAMA	{ Birmingham, first Saturday in October, 1st. Montgomery, second Wednesday in November, 9th.
ARIZONA	Tucson, second Tuesday in September, 13th.
ARKANSAS	{ Little Rock, second Saturday in February, 12th. Fort Smith, third Tuesday in February, 15th. Little Rock, fifth Saturday in October, 29th.
CALIFORNIA	{ San Francisco, fifth Tuesday in August, 30th. Sacramento, first Friday in September, 2d. Los Angeles, second Friday in September, 9th.
COLORADO	{ Denver, fourth Tuesday in April, 26th. Pueblo, second Wednesday in May, 11th.
CONNECTICUT	{ New Haven, first Tuesday in May, 5th. Hartford, third Thursday in May, 19th. New Haven, third Tuesday in October, 18th.
DAKOTA	{ Fargo, first Saturday in August, 6th. Bismarck, second Tuesday in August, 9th. Yankton, third Friday in November, 18th.
DELAWARE	Wilmington, first Monday in August, 1st.
DISTRICT OF COLUMBIA.	{ For the limited, general, and supplementary registers at the rooms of the Commission, on the first Saturday of each month. For the special registers (the book-keeper register ex- cepted), on the second Saturday of each month. For the book-keeper register, on the second Saturdays of January, March, May, July, September, and November. N. B.—No applicant whose legal residence is in the District of Columbia will be examined until further notice.
FLORIDA	Jacksonville, second Thursday in October, 13th.
GEORGIA	{ Savannah, second Tuesday in October, 11th. Macon, third Saturday in October, 15th. Atlanta, second Friday in November, 11th.
IDAHO	Boisé City, first Tuesday in May, 3d.
ILLINOIS	{ Cairo, fourth Tuesday in February, 22d. Chicago, second Tuesday in April, 12th. Bloomington, second Wednesday in April, 13th. Springfield, fourth Thursday in September, 22d. Chicago, second Tuesday in November, 8th.
INDIANA	{ Evansville, fourth Thursday in February, 24th. Fort Wayne, third Friday in March, 18th. Indianapolis, second Saturday in April, 9th. La Fayette, second Monday in April, 11th. Indianapolis, fourth Saturday in November, 26th.
IOWA	{ Davenport, third Friday in April, 15th. Des Moines, third Monday in April, 18th. Mason City, third Tuesday in April, 19th. Dubuque, third Tuesday in November, 15th.
KS	{ Newton, second Saturday in May, 14th. Topeka, third Tuesday in May, 17th.

.....	{	Lexington, first Thursday in February, 3d.
.....	{	Louisville, first Saturday in February, 5th.
.....	{	Louisville, third Saturday in September, 17th.
.....	{	Shreveport, fourth Tuesday in September, 27th.
.....	{	New Orleans, first Saturday in November, 5th.
.....	{	Portland, second Thursday in May, 12th.
.....	{	Portland, first Thursday in October, 6th.
.....	{	Bangor, second Saturday in October, 8th.
.....	{	Baltimore, fourth Saturday in January, 22d.
D.....	{	Hagerstown, third Wednesday in May, 18th.
.....	{	Baltimore, third Saturday in October, 15th.
.....	{	Boston, second Monday in May, 9th.
SETTS.....	{	Springfield, third Wednesday in May, 18th.
.....	{	Boston, second Thursday in October, 13th.
.....	{	Detroit, second Friday in March, 11th.
.....	{	Lansing, second Monday in March, 14th.
.....	{	Grand Rapids, third Wednesday in March, 16th.
.....	{	Mankato, third Thursday in April, 21st.
A.....	{	Saint Paul, fourth Saturday in April, 23d.
.....	{	Brainerd, first Thursday in August, 4th.
.....	{	Winona, second Saturday in November, 12th.
.....	{	Vicksburg, fifth Thursday in September, 29th.
PI.....	{	Oxford, first Tuesday in November, 1st.
.....	{	Jackson, first Thursday in November, 3d.
.....	{	Springfield, third Thursday in February, 17th.
.....	{	Saint Louis, third Saturday in February, 19th.
.....	{	Kansas City, third Thursday in May, 19th.
.....	{	Saint Louis, third Tuesday in September, 20th.
.....	{	Kansas City, fourth Wednesday in November, 23d.
.....	{	Miles City, second Thursday in August, 11th.
.....	{	Helena, second Saturday in August, 13th.
.....	{	Omaha, third Wednesday in April, 20th.
A.....	{	Lincoln, fourth Friday in April, 22d.
.....	{	Omaha, third Monday in November, 21st.
.....	{	Carson City, first Thursday in September, 6th.
IPSHIRE.....	{	Concord, second Tuesday in May, 10th.
.....	{	Portsmouth, second Tuesday in October, 12th.
SEY.....	{	Trenton, first Saturday in June, 4th.
XICO.....	{	Albuquerque, third Friday in September, 16th.
.....	{	Rochester, second Tuesday in March, 8th.
.....	{	Buffalo, second Wednesday in March, 9th.
.....	{	New York, first Wednesday in May, 4th.
RK.....	{	Albany, fourth Tuesday in September, 27th.
.....	{	Syracuse, fifth Thursday in September, 29th.
.....	{	Ogdensburgh, first Saturday in October, 1st.
.....	{	New York, third Thursday in October, 20th.
.....	{	Raleigh, third Thursday in January, 20th.
.....	{	Wilmington, fourth Saturday in January, 22d.
CAROLINA.....	{	Charlotte, fifth Saturday in January, 29th.
.....	{	Goldsborough, first Thursday in October, 20th.
.....	{	Charlotte, third Thursday in October, 20th.
.....	{	Cincinnati, fourth Saturday in February, 26th.
.....	{	Toledo, third Monday in March, 21st.
.....	{	Cleveland, fourth Wednesday in March, 23d.
.....	{	Columbus, first Thursday in April, 7th.
.....	{	Cincinnati, third Thursday in September, 15th.
.....	{	Cleveland, first Thursday in November, 3d.
.....	{	Toledo, first Saturday in November, 5th.
.....	{	Columbus, fifth Tuesday in November, 29th.
N.....	{	Portland, third Friday in August, 19th.
.....	{	Philadelphia, first Thursday in March, 3d.
.....	{	Williamsport, first Saturday in March, 5th.
.....	{	Pittsburgh, fourth Friday in March, 25th.
YLWANIA.....	{	Philadelphia, first Tuesday in September, 6th.
.....	{	Harrisburg, second Thursday in September, 8th.
.....	{	Pittsburgh, second Saturday in September, 10th.

RHODE ISLAND.....	{ Providence, first Saturday in May, 7th. Providence, third Saturday in October, 15th.
SOUTH CAROLINA.....	{ Charleston, fourth Tuesday in January, 25th. Columbia, fourth Thursday in January, 27th. Charleston, second Saturday in October, 8th. Columbia, third Tuesday in October, 18th.
TENNESSEE.....	{ Nashville, second Tuesday in February, 8th. Memphis, second Thursday in February, 10th. Chattanooga, first Tuesday in October, 4th. Knoxville, first Thursday in October, 6th. Nashville, fourth Tuesday in October, 25th. Memphis, fourth Thursday in October, 27th.
TEXAS	{ San Antonio, third Tuesday in September, 20th. Galveston, fourth Thursday in September, 22d. Dallas, fourth Saturday in September, 24th.
VERMONT	{ Burlington, second Saturday in May, 14th. Rutland, third Monday in May, 16th. Burlington, first Tuesday in October, 4th.
VIRGINIA	{ Richmond, third Tuesday in January, 18th. Lynchburgh, first Tuesday in February, 1st. Norfolk, first Tuesday in October, 4th.
WASHINGTON	{ Walla Walla, third Tuesday in August, 16th. Olympia, fourth Tuesday in August, 23d.
WEST VIRGINIA.....	{ Charleston, first Tuesday in February, 1st. Martinsburgh, first Tuesday in April, 5th. Parkersburgh, second Tuesday in September, 13th.
WISCONSIN.....	{ Milwaukee, second Thursday in April, 14th. Madison, third Saturday in April, 16th. Milwaukee, second Thursday in November, 10th.
WYOMING.....	Cheyenne, fourth Thursday in April, 28th.
UTAH.....	Salt Lake City, first Saturday in May, 7th.

*Schedule of routes to be pursued in the conduct of examinations for the departmental se-
named in the foregoing schedule.*

1. SOUTHERN ROUTE—WINTER.

Richmond, Va., Tuesday, January 18.
Raleigh, N. C., Thursday, January 20.
Wilmington, N. C., Saturday, January 22.
Charleston, S. C., Tuesday, January 25.
Columbia, S. C., Thursday, January 27.
Charlotte, N. C., Saturday, January 29.
Lynchburgh, Va., Tuesday, February 1.

2. MIDDLE ROUTE—WINTER.

Charleston, W. Va., Tuesday, February 1.
Lexington, Ky., Thursday, February 3.
Louisville, Ky., Saturday, February 5.
Nashville, Tenn., Tuesday, February 8.
Memphis, Tenn., Thursday, February 10.
Little Rock, Ark., Saturday, February 12.
Fort Smith, Ark., Tuesday, February 15.
Springfield, Mo., Thursday, February 17.
Saint Louis, Mo., Saturday, February 19.
Cairo, Ill., Tuesday, February 22.
Evansville, Ind., Thursday, February 24.
Cincinnati, Ohio, Saturday, February 26.

SPECIAL MARYLAND—WINTER.

Baltimore, Md., Saturday, January 22.

NORTHERN ROUTE—SPRING.

Philadelphia, Pa., Thursday, March 3.
Williamsport, Pa., Saturday, March 5.
Rochester, N. Y., Tuesday, March 8.
Buffalo, N. Y., Wednesday, March 9.
Detroit, Mich., Friday, March 11.
Lansing, Mich., Monday, March 14.
Grand Rapids, Mich., Wednesday, March 16.
Fort Wayne, Ind., Friday, March 18.
Toledo, Ohio, Monday, March 21.
Cleveland, Ohio, Wednesday, March 23.
Pittsburgh, Pa., Friday, March 25.

MIDDLE ROUTE—SPRING.

Martinsburg, W. Va., Tuesday, April 5.
Columbus, Ohio, Thursday, April 7.
Indianapolis, Ind., Saturday, April 9.
La Fayette, Ind., Monday, April 11.
Bloomington, Ill., Wednesday, April 13.
Davenport, Iowa, Friday, April 15.
Des Moines, Iowa, Monday, April 18.
Omaha, Nebr., Wednesday, April 20.
Lincoln, Nebr., Friday, April 22.
Denver, Colo., Tuesday, April 26.
Cheyenne, Wyo. Ter., Tuesday, April 28.
Boisé City, Idaho Ter., Tuesday, May 3.
Salt Lake City, Utah Ter., Saturday, May 7.
Pueblo, Colo., Wednesday, May 11.
Newton, Kans., Saturday, May 14.
Topeka, Kans., Tuesday, May 17.
Kansas City, Mo., Thursday, May 19.

NORTHWESTERN ROUTE—SPRING.

Chicago, Ill., Tuesday, April 12.
Milwaukee, Wis., Thursday, April 14.
Madison, Wis., Saturday, April 16.
Mason City, Iowa, Tuesday, April 19.
Mankato, Minn., Thursday, April 21.
Saint Paul, Minn., Saturday, April 23.

EASTERN ROUTE—SPRING.

New York, N. Y., Wednesday, May 4.
New Haven, Conn., Thursday, May 5.
Providence, R. I., Saturday, May 7.
Boston, Mass., Monday, May 9.
Concord, N. H., Tuesday, May 10.
Portland, Me., Thursday, May 12.
Burlington, Vt., Saturday, May 14.
Rutland, Vt., Monday, May 16.
Springfield, Mass., Wednesday, May 18.
Hartford, Conn., Thursday, May 19.

PACIFIC ROUTE—AUTUMN.

Brainerd, Minn., Thursday, August 4.
Fargo, Dak. Ter., Saturday, August 6.
Bismarck, Dak. Ter., Tuesday, August 9.
Miles City, Mont. Ter., Thursday, August 11.
Helena, Mont. Ter., Saturday, August 13.

7. PACIFIC ROUTE—AUTUMN—Continued.

Walla Walla, Wash. Ter., Tuesday, August 16.
Portland, Oregon, Friday, August 19.
Olympia, Wash. Ter., Tuesday, August 23.
San Francisco, Cal., Tuesday, August 30.
Sacramento, Cal., Friday, September 2.
Carson City, Nev., Tuesday, September 6.
Los Angeles, Cal., Friday, September 9.
Tucson, Ariz. Ter., Tuesday, September 13.
Albuquerque, N. Mex. Ter., Friday, September 16.
San Antonio, Tex., Tuesday, September 20.
Galveston, Tex., Thursday, September 22.
Dallas, Tex., Saturday, September 24.
Shreveport, La., Tuesday, September 27.
Vicksburg, Miss., Thursday, September 29.
Birmingham, Ala., Saturday, October 1.
Chattanooga, Tenn., Tuesday, October 4.
Knoxville, Tenn., Thursday, October 6.

8. MIDDLE ROUTE—AUTUMN.

Philadelphia, Pa., Tuesday, September 6.
Harrisburg, Pa., Thursday, September 8.
Pittsburgh, Pa., Saturday, September 10.
Parkersburgh, W. Va., Tuesday, September 13.
Cincinnati, Ohio, Thursday, September 15.
Louisville, Ky., Saturday, September 17.
Saint Louis, Mo., Tuesday, September 20.
Springfield, Ill., Thursday, September 22.

9. EASTERN ROUTE—AUTUMN.

Albany, N. Y., Tuesday, September 27.
Syracuse, N. Y., Thursday, September 29.
Ogdensburgh, N. Y., Saturday, October 1.
Burlington, Vt., Tuesday, October 4.
Portland, Me., Thursday, October 6.
Bangor, Me., Saturday, October 8.
Portsmouth, N. H., Tuesday, October 11.
Boston, Mass., Thursday, October 13.
Providence, R. I., Saturday, October 15.
New Haven, Conn., Tuesday, October 18.
New York, N. Y., Thursday, October 20.

10. SOUTHEASTERN ROUTE—AUTUMN.

Norfolk, Va., Tuesday, October 4.
Goldsborough, N. C., Thursday, October 6.
Charleston, S. C., Saturday, October 8.
Savannah, Ga., Tuesday, October 11.
Jacksonville, Fla., Thursday, October 13.
Macon, Ga., Saturday, October 15.
Columbia, S. C., Tuesday, October 18.
Charlotte, N. C., Thursday, October 20.

11. SOUTHERN ROUTE—AUTUMN.

Nashville, Tenn., Tuesday, October 25.
Memphis, Tenn., Thursday, October 27.
Little Rock, Ark., Saturday, October 29.
Oxford, Miss., Tuesday, November 1.
Jackson, Miss., Thursday, November 3.

. SOUTHERN ROUTE—AUTUMN—Continued.

New Orleans, La., Saturday, November 5.

Montgomery, Ala., Wednesday, November 9.

Atlanta, Ga., Friday, November 11.

. NORTHWESTERN ROUTE—AUTUMN.

Cleveland, Ohio, Thursday, November 3.

Toledo, Ohio, Saturday, November 5.

Chicago, Ill., Tuesday, November 8.

Milwaukee, Wis., Thursday, November 10.

Winona, Minn., Saturday, November 12.

Dubuque, Iowa, Tuesday, November 15.

Yankton, Dak. Ter., Friday, November 18.

Omaha, Nebr., Monday, November 21.

Kansas City, Mo., Wednesday, November 23.

Indianapolis, Ind., Saturday, November 26.

Columbus, Ohio, Tuesday, November 29.

SCHEDULE OF EXAMINATIONS—1888.

INFORMATION AND INSTRUCTIONS IN RELATION TO EXAMINATIONS.

Any examination—clerk, copyist, special, or supplementary—provided for under civil-service rules and regulations for positions in the departmental service at Washington may be taken at any time and place outside of Washington designated on this schedule, provided the examination be not one requiring the use of apparatus not readily obtainable. For dates of various kinds of examinations at Washington, see schedule under head of "District of Columbia." Persons taking the type-writing examination must provide themselves with type-writer machines, and those taking the book-keeper, draughting, or other examinations requiring the use of implements must furnish the implements required. All applicants will be expected to provide themselves with pens, pen-holders, pencils, erasers, ink, and scratch-paper.

Persons taking supplementary or special examinations in addition to the clerk or copyist examination may take such examinations on the day following the date named in the schedule, provided they have not sufficient time to do so on the schedule date. The book-keeping examination will occupy two days, or parts of two days—the dictation exercise and the technical sheets—to which seven hours will be allowed, to be taken on the schedule date, and the remaining sheets, to which five hours will be allowed, to be taken on the day following, or on Monday if the schedule date falls on Saturday.

The examinations will commence at 9 o'clock a. m. and will not continue later than 6 p. m.

The time allowed for each kind of examination will be as follows:

For the copyist examination, five (5) hours; for the clerk examination, for the examination for special pension examiners, for principal pension examiners, for medical examiners for the bureau of pensions, for fourth assistant examiners for the patent office, and for the special examination for the State Department, seven (7) hours each. For the examination in type-writing, three (3) hours; in stenography, one (1) hour; in modern languages, two (2) hours for each language; in law three (3) hours; in proof-reading, four (4) hours; in draughting (mechanical, topographical or architectural), nine (9) hours; in copying of drawings, six (6) hours.

Other examinations will be regulated in the matter of time by the commission in the special order providing for such examinations.

Twenty (20) minutes will be allowed at the commencement of each examination for the work of filling the blanks of the declaration sheet and inclosing said sheet in the envelope, and ten (10) minutes for explanations and instructions by the examiner in charge, which time will not be included in the time allowed for the examination.

No allowance will be made for time spent out of the examination-room for lunch or other purposes, and no allowance will be made for any time lost in the examination room. The examiner in charge must, however, be careful not to permit delay in the issuing of question sheets.

During an examination no competitor shall leave the room without first giving notice of his desire to do so; and if a competitor leave the room before finishing the

on which he is engaged, he will not be permitted to finish it upon his return. A taken up and the next sheet will be given to him.

competitor abandon his examination, or fail to complete it within the time the examiner in charge shall note the fact upon the last sheet had by such or.

If the examiner in charge have reason to suspect that competitors have copied each other, or that they have improperly obtained information relating to the act of the examination, the commission shall be informed thereof, and the examination papers of such competitors shall not be marked until the circumstances to the suspicion shall have been investigated; and if it be ascertained that competitors have been guilty of the offense imputed to them, their papers shall be led.

SCHEDULE OF EXAMINATIONS FOR 1888.

It is desired that each applicant will, by filling the proper blanks in the slip herewith indicate the place and time at which he wishes to be examined. The slip and application complete, the certificates of vouchers, must be filed with the commission for examinations to be held at points east of the Mississippi river at least six days before the date fixed for the examination; and for examinations west of the Rocky mountains, at least ten days before the examination.

A	{	Mobile, Saturday, February 18.
	{	Birmingham, Thursday, March 8.
	{	Montgomery, Monday, October 1.
ALBUQUERQUE		Tucson, Tuesday, October 16.
ARIZONA	{	Little Rock, Saturday, March 17.
	{	Fort Smith, Tuesday, March 20.
	{	Little Rock, Monday, September 10.
ARIZONA	{	Sacramento, Wednesday, October 3.
	{	San Francisco, Saturday, October 6.
	{	Los Angeles, Thursday, October 11.
BOULDER	{	Denver, Friday, September 21.
	{	Pueblo, Monday, September, 24.
CONNECTICUT	{	New Haven, Wednesday, May 9.
	{	Hartford, Tuesday, May 29.
	{	New Haven, Tuesday, October 9.
.....	{	Fargo, Thursday, April 19.
	{	Bismarck, Saturday, April 21.
	{	Yankton, Friday, November 30.
DELAWARE		Wilmington, Wednesday, August 15.
DISTRICT OF COLUMBIA	{	For the clerk and copyist registers, on the first Saturday of each month until June, and thereafter on the first Tuesday of June, September, and December.
	{	For the special registers, on the second Saturdays of January, April, July, and October.
	{	For the supplementary registers—if either the copyist or clerk has been previously taken—on any Monday.
	{	N. B.—No applicant whose legal residence is in the District of Columbia will be examined until further notice.
FLORIDA	{	Jacksonville, Wednesday, February 15.
	{	Jacksonville, Thursday, October 11.
GEORGIA	{	Savannah, Tuesday, February 7.
	{	Macon, Thursday, February 9.
	{	Atlanta, Wednesday, October 3.
	{	Savannah, Tuesday, October 9.
	{	Macon, Saturday, October 13.
IDAHO		Boisé City, Thursday, May 10.

ILLINOIS	{ Cairo, Thursday, March 29. Chicago, Friday, April 6. Bloomington, Saturday, May 26. Springfield, Tuesday, September 4. Chicago, Thursday, November 15.
INDIANA	{ Fort Wayne, Thursday, March 29. Evansville, Saturday, March 31. La Fayette, Tuesday, May 29. Indianapolis, Thursday, May 31. Indianapolis, Saturday, December 8.
IOWA	{ Des Moines, Tuesday, May 22. Davenport, Thursday, May 24. Dubuque, Friday, November 23. Des Moines, Wednesday, December 5.
KANSAS	{ Newton, Monday, October 22. Topeka, Wednesday, October 24.
KENTUCKY	{ Lexington, Thursday, March 8. Louisville, Saturday, March 10. Louisville, Thursday, August 30.
LOUISIANA	{ New Orleans, Tuesday, February 21. Shreveport, Saturday, March 3. Shreveport, Tuesday, September 18. New Orleans, Thursday, September 27.
MAINE	{ Portland, Friday, May 18. Portland, Thursday, September 27. Bangor, Saturday, September 29.
MARYLAND	{ Hagerstown, Saturday, January 14. Baltimore, Tuesday, January 17. Baltimore, Monday, August 13.
MASSACHUSETTS	{ Boston, Monday, May 14. Springfield, Saturday, May 26. Boston, Thursday, October 4.
MICHIGAN	{ Detroit, Thursday, March 22. Lansing, Saturday, March 24. Grand Rapids, Tuesday, March 27. Detroit, Friday, November 9. Lansing, Monday, November 12.
MINNESOTA	{ Saint Paul, Saturday, April 14. Brainerd, Tuesday, April 17. Saint Paul, Monday, November 26. Mankato, Wednesday, November 28.
MISSISSIPPI	{ Vicksburg, Tuesday, March 6. Oxford, Thursday, September 13. Jackson, Saturday, September 15.
MISSOURI	{ Springfield, Thursday, March 22. Kansas City, Saturday, March 24. Saint Louis, Tuesday, March 27. Saint Louis, Saturday, September 1. Kansas City, Friday, October 26.
MONTANA	{ Miles City, Tuesday, April 24. Helena, Thursday, April 26.
NEBRASKA	{ Lincoln, Thursday, May 17. Omaha, Saturday, May 19. Omaha, Monday, December 3.
NEVADA	Carson City, Monday, October 1.
NEW HAMPSHIRE	{ Concord, Wednesday, May 16. Portsmouth, Tuesday, October 2.
NEW JERSEY	Trenton, Friday, May 4.
NEW MEXICO	Albuquerque, Thursday, October 18.

YORK	{ Rochester, Saturday, March 17. Buffalo, Tuesday, March 20. New York, Monday, May 7. Albany, Tuesday, September 18. Syracuse, Thursday, September 20. Ogdensburgh, Saturday, September 22. New York, Thursday, October 11. Buffalo, Friday, November 2.
I CAROLINA	{ Raleigh, Friday, January 6. Wilmington, Thursday, February 2. Charlotte, Tuesday, February 14. Goldsborough, Thursday, October 4. Charlotte, Thursday, October 18.
.....	{ Toledo, Saturday, March 31. Cleveland, Tuesday, April 3. Cincinnati, Tuesday, April 3. Columbus, Saturday, June 2. Cincinnati, Tuesday, August 28. Cleveland, Monday, November 5. Toledo, Wednesday, November 7. Columbus, Tuesday, December 11.
N	{ Portland, Tuesday, May 1.
YLVANIA	{ Philadelphia, Monday, March 12. Williamsport, Thursday, March 15. Pittsburgh, Thursday, April 5. Philadelphia, Friday, August 17. Harrisburgh, Monday, August 20. Pittsburgh, Wednesday, August 22.
ISLAND	{ Providence, Friday, May 11. Providence, Saturday, October 6.
CAROLINA	{ Charleston, Saturday, February 4. Columbia, Saturday, February 11. Charleston, Saturday, October 6. Columbia, Tuesday, October 16.
SSKE	{ Chattanooga, Saturday, March 10. Knoxville, Tuesday, March 13. Nashville, Tuesday, March 13. Memphis, Thursday, March 15. Nashville, Wednesday, September 5. Memphis, Friday, September 7.
.....	{ Houston, Friday, February 24. San Antonio, Monday, February 27. Dallas, Thursday, March 1. Dallas, Thursday, September 20. San Antonio, Saturday, September 22. Houston, Tuesday, September 25.
.....	{ Salt Lake, Friday, September, 28.
NT	{ Burlington, Tuesday, May 22. Rutland, Thursday, May 24. Burlington, Tuesday, September 25.
IA	{ Richmond, Wednesday, January 4. Lynchburgh, Monday, January 9. Richmond, Tuesday, October 2.
IGTON	{ Olympia, Thursday, May 3. Walla Walla, Monday, May 7.
IRGINIA	{ Martinsburgh, Thursday, January 12. Charleston, Tuesday, March 6. Parkersburgh, Saturday, August 25.
SIN	{ Milwaukee, Tuesday, April 10. Madison, Thursday, April 12. Milwaukee, Saturday, November 17. Madison, Tuesday, November 20.
g	{ Cheyenne, Monday, May 14.

The following routes will be pursued in the conduct of the examinations provided for in the foregoing schedule:

1. MIDDLE SOUTHERN ROUTE—WINTER:

Richmond, Va., Wednesday, January 4.
Raleigh, N. C., Friday, January 6.
Lynchburgh, Va., Monday, January 9.
Martinsburgh, W. Va., Thursday, January 12.
Hagerstown, Md., Saturday, January 14.
Baltimore, Md., Tuesday, January 17.

2. SOUTHEASTERN ROUTE—WINTER:

Wilmington, N. C., Thursday, February 2.
Charleston, S. C., Saturday, February 4.
Savannah, Ga., Tuesday, February 7.
Macon, Ga., Thursday, February 9.
Columbia, S. C., Saturday, February 11.
Charlotte, N. C., Tuesday, February 14.

3. SOUTHERN ROUTE—WINTER:

Jacksonville, Fla., Wednesday, February 15.
Mobile, Ala., Saturday, February 18.
New Orleans, La., Tuesday, February 21.
Houston, Tex., Friday, February 24.
San Antonio, Tex., Monday, February 27.
Dallas, Tex., Thursday, March 1.
Shreveport, La., Saturday, March 3.
Vicksburg, Miss., Tuesday, March 7.
Birmingham, Ala., Thursday, March 8.
Chattanooga, Tenn., Saturday, March 10.
Knoxville, Tenn., Tuesday, March 13.

4. MIDDLE WESTERN ROUTE—SPRING:

Charleston, W. Va., Tuesday, March 6.
Lexington, Ky., Thursday, March 8.
Louisville, Ky., Saturday, March 10.
Nashville, Tenn., Tuesday, March 13.
Memphis, Tenn., Thursday, March 15.
Little Rock, Ark., Saturday, March 17.
Fort Smith, Ark., Tuesday, March 20.
Springfield, Mo., Thursday, March 22.
Kansas City, Mo., Saturday, March 24.
Saint Louis, Mo., Tuesday, March 27.
Cairo, Ill., Thursday, March 29.
Evansville, Ind., Saturday, March 31.
Cincinnati, Ohio, Tuesday, April 3.

5. NORTH MIDDLE ROUTE—SPRING:

Philadelphia, Pa., Monday, March 12.
Williamsport, Pa., Thursday, March 15.
Rochester, N. Y., Saturday, March 17.
Buffalo, N. Y., Tuesday, March 20.
Detroit, Mich., Thursday, March 22.
Lansing, Mich., Saturday, March 24.
Grand Rapids, Mich., Tuesday, March 27.
Fort Wayne, Ind., Thursday, March 29.
Toledo, Ohio, Saturday, March 31.
Cleveland, Ohio, Tuesday, April 3.
Pittsburgh, Pa., Thursday, April 5.

NORTHWESTERN AND PACIFIC ROUTE—SPRING:

Chicago, Ill., Friday, April 6.
 Milwaukee, Wis., Tuesday, April 10.
 Madison, Wis., Thursday, April 12.
 Saint Paul, Minn., Saturday April 14.
 Brainard, Minn., Tuesday, April 17.
 Fargo, Dak., Thursday, April 19.
 Bismarck, Dak., Saturday, April 21.
 Miles City, Mont., Tuesday, April 24.
 Helena, Mont., Thursday, April 26.
 Portland, Oregon, Tuesday, May 1.
 Olympia, Wash. Ter., Thursday, May 3.
 Walla Walla, Wash. Ter., Monday, May 7.
 Boise City, Idaho Ter., Thursday, May 10.
 Cheyenne, Wyo. Ter., Monday, May 14.
 Lincoln, Nebr., Thursday, May 17.
 Omaha, Nebr., Saturday, May 19.
 Des Moines, Iowa, Tuesday, May 22.
 Davenport, Iowa, Thursday, May 24.
 Bloomington, Ill., Saturday, May 26.
 La Fayette, Ind., Tuesday, May 29.
 Indianapolis, Ind., Thursday, May 31.
 Columbus, Ohio, Saturday, June 2.

NORTHEASTERN ROUTE—SPRING:

Trenton, N. J., Friday, May 4.
 New York, N. Y., Monday, May 7.
 New Haven, Conn., Wednesday, May 9.
 Providence, R. I., Friday, May 11.
 Boston, Mass., Monday, May 14.
 Concord, N. H., Wednesday, May 16.
 Portland, Me., Friday, May 18.
 Burlington, Vt., Tuesday, May 22.
 Rutland, Vt., Thursday, May 24.
 Springfield, Mass., Saturday, May 26.
 Hartford, Conn., Tuesday, May 29.

MIDDLE ROUTE—SUMMER:

Baltimore, Md., Monday, August 13.
 Wilmington, Del., Wednesday, August 15.
 Philadelphia, Pa., Friday, August 17.
 Harrisburg, Pa., Monday, August 20.
 Pittsburgh, Pa., Wednesday, August 22.
 Parkersburgh, W. Va., Saturday, August 25.
 Cincinnati, Ohio, Tuesday, August 28.
 Louisville, Ky., Thursday, August 30.
 Saint Louis, Mo., Saturday, September 1.
 Springfield, Ill., Tuesday, September 4.

SOUTHWESTERN ROUTE—AUTUMN:

Nashville, Tenn., Wednesday, September 5.
 Memphis, Tenn., Friday, September 7.
 Little Rock, Ark., Monday, September 10.
 Oxford, Miss., Thursday, September 13.
 Jackson, Miss., Saturday, September 15.
 Shreveport, La., Tuesday, September 18.
 Dallas, Tex., Thursday, September 20.
 San Antonio, Tex., Saturday, September 22.
 Houston, Tex., Tuesday, September 25.

9. SOUTHWESTERN ROUTE—AUTUMN—Continued.

New Orleans, La., Thursday, September 27.

Montgomery, Ala., Monday, October 1.

Atlanta, Ga., Wednesday, October 3.

10. NORTHEASTERN ROUTE—AUTUMN:

Albany, N. Y., Tuesday, September 18.

Syracuse, N. Y., Thursday, September 20.

Ogdensburgh, N. Y., Saturday, September 22.

Burlington, Vt., Tuesday, September 25.

Portland, Me., Thursday, September 27.

Bangor, Me., Saturday, September 29.

Portsmouth, N. H., Tuesday, October 2.

Boston, Mass., Thursday, October 4.

Providence, R. I., Saturday, October 6.

New Haven, Conn., Tuesday, October 9.

New York, N. Y., Thursday, October 11.

11. SOUTHEASTERN ROUTE—AUTUMN:

Richmond, Va., Tuesday, October 2.

Goldsborough, N. C., Thursday, October 4.

Charleston, S. C., Saturday, October 6.

Savannah, Ga., Tuesday, October 9.

Jacksonville, Fla., Thursday, October 11.

Macon, Ga., Saturday, October 13.

Columbia, S. C., Tuesday, October 16.

Charlotte, N. C., Thursday, October 18.

12. WESTERN AND PACIFIC ROUTE—AUTUMN:

Denver, Colo., Friday, September 21.

Pueblo, Colo., Monday, September 24.

Salt Lake, Utah, Friday, September 28.

Carson City, Nev., Monday, October 1.

Sacramento, Cal., Wednesday, October 3.

San Francisco, Cal., Saturday, October 6.

Los Angeles, Cal., Thursday, October 11.

Tucson, Ariz. Ter., Tuesday, October 16.

Albuquerque, N. Mex., Thursday, October 18.

Newton, Kans., Monday, October 22.

Topeka, Kans., Wednesday, October 24.

Kansas City, Mo., Friday, October 26.

13. NORTHWESTERN ROUTE—AUTUMN:

Buffalo, N. Y., Friday, November 2.

Cleveland, Ohio, Monday, November 5.

Toledo, Ohio, Wednesday, November 7.

Detroit, Mich., Friday, November 9.

Lansing, Mich., Monday, November 12.

Chicago, Ill., Thursday, November 15.

Milwaukee, Wis., Saturday, November 19.

Madison, Wis., Tuesday, November 20.

Dubuque, Iowa, Friday, November 23.

Saint Paul, Minn., Monday, November 26.

Mankato, Minn., Wednesday, November 28.

Yankton, Dak., Friday, November 30.

Omaha, Nebr., Monday, December 3.

Des Moines, Iowa, Wednesday, December 5.

Indianapolis, Ind., Saturday, December 8.

Columbus, Ohio, Tuesday, December 11.

[EXHIBIT 11.]

RULES AND REGULATIONS

FOR THE CIVIL-SERVICE.

[Promulgated December 19, 1871; in effect January 1, 1872.]

1. No person shall be admitted to any position in the civil service within the appointment of the President or the heads of departments who is not a citizen of the United States; who shall not have furnished satisfactory evidence in regard to character, health, and age; and who shall not have passed a satisfactory examination in speaking, reading, and writing the English language.

2. An advisory board of suitable persons, to be employed by the President, under the ninth section of the act of March 3, 1871, entitled "an act making appropriations for sundry civil expenses of the Government for the fiscal year ending June 30, 1872, and for other purposes," shall, so far as practicable, group the positions in each branch of the civil-service according to the character of the duties to be performed, and shall grade each group from lowest to highest for the purpose of promotion within the group. Admission to the civil-service shall always be to the lowest grade of any group; and to such position as can not be grouped or graded, admission shall be determined as provided for the lowest grade.

3. A vacancy occurring in the lowest grade of any group of offices shall be filled, after due public notice, from all applicants who shall present themselves, and who shall have furnished the evidence and satisfied the preliminary examination already mentioned, and who shall have passed a public competitive examination to test knowledge, ability, and special qualifications for the performance of the duties of the office. The board conducting such competitive examination shall prepare, under the supervision of the advisory board, a list of the names of the applicants, in the order of their excellence, as proved by such examination, beginning with the highest; and shall then certify to the nominating or appointing power, as the case may be, the names standing at the head of such list, not exceeding three; and from the names thus certified the appointment shall be made.

4. A vacancy occurring in any grade of a group of offices above the lowest shall be filled by a competitive examination of applicants from the other grades of that group, and the list of names from which the appointment is to be made shall be prepared and certified as provided in the preceding rule; but if no such applicants are found competent, the appointment shall be made upon an examination of all applicants, conducted in accordance with the provisions for admission to the lowest grade.

5. Applicants certified as otherwise qualified for appointment as cashiers of collectors of customs, cashiers of assistant treasurers, cashiers of postmasters, superintendents of money-order divisions in postoffices, and such other custodians of large sums of money as may hereafter be designated by the advisory board, and for whose pecuniary fidelity another officer is responsible, shall, nevertheless, not be appointed, except with the approval of such other officer.

6. Postmasters whose annual salary is less than \$200 may be appointed upon the written request of applicants, with such evidence of character and fitness as shall be satisfactory to the head of the department.

7. The appointment of all persons entering the civil-service in accordance with these regulations, excepting persons appointed by the President, by and with the advice and consent of the senate, postmasters, and persons appointed to any position in

a foreign country, shall be made for a probationary term of six months, during which the conduct and capacity of such persons shall be tested; and if, at the end of said probationary term, satisfactory proofs of their fitness shall have been furnished by the board of examiners to the head of the department in which they shall have been employed during said term, they shall be re-appointed.

8. The President will designate three persons in each department of the public service to serve as a board of examiners, which, under the supervision of the advisory board, and under regulations to be prescribed by it, and at such times and places as it may determine, shall conduct personally, or by persons approved by the advisory board, all investigations and examinations for admission into said departments, or for promotion therein.

9. Any person who, after long and faithful service in a department, shall be incapacitated by mental or bodily infirmity for the efficient discharge of the duties of his position, may be appointed by the head of the department, at his discretion, to a position of less responsibility in the same department.

10. Nothing in these rules shall prevent the appointment of aliens to positions in the consular service, which, by reason of small compensation or of other sufficient cause, are, in the judgment of the appointing power, necessarily so filled; nor the appointment of such persons within the United States as are indispensable to a proper discharge of the duties of certain positions, but who may not be familiar with the English language or legally capable of naturalization.

11. No head of a department nor any subordinate officer of the government shall as such officer authorize, or permit, or assist in levying any assessment of money for political purposes, under the form of voluntary contributions or otherwise, upon any person employed under his control, nor shall any such person pay any money so assessed.

12. The advisory board shall at any time recommend to the President such changes in these rules as it may consider necessary to secure the greater efficiency of the civil-service.

13. From these rules are excepted the heads of departments, assistant secretaries of departments, assistant attorneys-general, and first assistant postmaster-general, solicitor-general, solicitor of the treasury, naval solicitor, solicitor of internal revenue, examiner of claims in the State Department, treasurer of the United States, register of the treasury, first and second comptrollers of the treasury, judges of the United States courts, district attorneys, private secretary of the President, ambassadors and other public ministers, superintendent of the coast survey, director of the mint, governors of territories, special commissioners, special counsel, visiting and examining boards, persons appointed to positions without compensation for services, dispatch agents, and bearers of dispatches.

NOTE.—By an executive order dated April 16, 1872, Rule XIII was amended by striking out the words, "first assistant postmaster-general" and substituting therefor the words "assistant postmasters-general," and by inserting after the words "first and second comptrollers of the treasury" the words, "other heads of bureaus in the several departments."

On the 10th day of January, 1872, the following provisional rule was promulgated by the President, which rule was superseded by regulations promulgated under an executive order dated April 16, 1872.

14. Pending the completion of the methods of investigation and examination contemplated by these rules, nothing in them shall prevent the appointment, designation, or employment, without examination, except as already provided by law, of persons temporarily to fill vacancies, when it shall appear that the necessities of the public service demand that such vacancies be immediately filled; but such appointments (except when made by and with the advice and consent of the Senate), designations, or employments shall terminate as soon as the details of investigation and examination for filling such vacancies have been completed by the advisory board.

APPENDIX.

PART II.

INQUIRIES AND INVESTIGATIONS.

- EXHIBIT 1.** New York customs district. Report of inquiry by Commissioner Oberly concerning administration of civil-service law and rules. December 9, 1886 (227-249).
2. Report of the Civil-Service Commission in reply to Senate resolution of July 22, 1886, in regard to the civil-service rules and regulations, and action thereunder (250-332).
 3. Opinion of United States Civil-Service Commission in the matter of certain charges against the Philadelphia postal board of civil-service examiners, and against William F. Harrity, postmaster of Philadelphia (333-423).
 4. Opinion of the United States Civil-Service Commission in the matter of certain charges against Anthony F. Seeberger, collector at the port of Chicago, with reports of Commissioners Edgerton and Lyman, and testimony taken by them in an investigation of the charges (424-456).
 5. Report of Commissioners Edgerton and Lyman of an inquiry concerning the manner in which the civil-service act, rules, and regulations are enforced in the Chicago postoffice (457-463).

[EXHIBIT 1.]

NEW YORK CUSTOMS DISTRICT.

INQUIRY CONCERNING ADMINISTRATION OF CIVIL-SERVICE LAW AND RULES—REPORT UNDER ORDER OF DECEMBER 9, 1886.

[See report of testimony hereto attached.]

CUSTOM-HOUSE, NEW YORK CITY, N. Y.,
December 20, 1886.

The UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.:

GENTLEMEN: Herewith is submitted a report of conclusions arrived at by me under the following order of the commission, made on the 9th instant:

Commissioner Oberly is requested to visit the custom-house, New York City, and inform himself fully concerning the administration of the civil-service law and rules at that office, and report to the commission in writing, with recommendations.

Three matters were inquired into—

(1) Promotions.

(2) The appraiser's request to have an eligible register for clerks in his office.

(3) The organization and efficiency of the board of examiners.

(1) PROMOTIONS. The question to be determined first is this: Has the commission assumed supervision of promotions in the New York customs district?

Section 7 of the civil-service act provides that no person shall be promoted in the classified civil-service until he has passed an examination or is shown to be specially exempted from examination by the civil-service act.

Clause 2 of Rule VI provides that—

There shall, so far as they may be deemed useful, be competitive examinations of a suitable character to test the fitness of persons for promotion in the service.

The last sentence in Rule XIX is as follows:

Promotions may be made without examination in offices where examinations for promotion are not now held until rules on the subject shall be promulgated.

The commission has not taken any action which shows that it has deemed examinations for promotion useful in any branch or any part of any branch of the classified service in which promotions upon examination were not made before the passage of the civil-service act; but the President has said, by the provision of Rule XIX above stated, that examinations for promotion are useful in offices where examinations for promotion were made before the passage of the act, and he has inhibited the head of any such office from making any promotion without an examination.

At the time the promotion provision of Rule XIX was promulgated by the President, in 1883, promotions were made by examinations in the Treasury Department, and in the several offices embraced in the New York customs district. Consequently, promotions can not be made without examination in that department, or in any one of those offices.

Over the matter of the examinations for promotion in the Treasury Department the commission has assumed no supervision, and whatever supervision it has assumed over the examinations for promotion in the New York customs district seems to have

been assumed unconsciously. No affirmative action of the commission in assumption of such supervision is of record. On the contrary, a communication from Commissioner Gregory to the New York customs board of examiners, or one of its members, states with much emphasis that the commission protests its unwillingness to assume responsibility for promotion examinations in the New York customs district. But, in apparent contradiction of its determination not to supervise these examinations, the commission has from time to time exercised over them supervisory power, and has lately, by very decided action, taken control of them. The commission has heretofore authorized its board of examiners in the New York customs district to arrange for and conduct all examinations for promotion in said district; and under this authority the examinations for promotion in the offices of said district have been conducted by the civil-service board of examiners, by which board the papers of applicants for promotion have been marked, eligible registers established, and certifications made to the nominating officers who have reported to the board their action upon such certifications. The commission, upon request of the collector, has also determined who shall enter examinations for promotion; and all the nominating officers of the district act upon the assumption that examinations for promotion in their offices are under the supervision of the commission.

It was the belief of the commission's authority over examinations for promotion that impelled the collector to ask the commission to direct the board to certify to him the whole list of eligibles and to permit him to examine the papers of the late examination for promotion with a view of ascertaining from such papers the fitness of the persons in a certain class to occupy their places therein.

In view of these facts I recommend the commission to formally declare that it has assumed supervision over examinations for promotion in the New York customs district, and that such examinations must be made under its authority.

The question of the commission's authority over examinations for promotion in the New York customs district being thus determined, the commission may then dispose of certain questions which relate to an examination for promotion held by the New York customs board of examiners in October last. One of these questions is as follows:

Should 5 per cent. in grading be allowed the applicants in the examination for promotion, held in October last?

Examinations for promotion are held in the New York customs district under what are known as "the Hayes rules." They are entitled "Regulations governing promotions in the customs service and subtreasury in the city of New York, approved by the President March 6, 1879, as amended with his approval January 13, 1880."

The fourteenth, fifteenth, and sixteenth of these regulations are as follows:

XIV. Whenever the head of an office shall notify the board of examiners for such office that a vacancy, which he desires to fill, exists in any grade above the lowest, not excepted from the rules and regulations for the civil-service, the board will fix a time for holding an examination for the purpose, and, at least five days before the same is to take place, will cause a notice to be posted in a conspicuous place in the office, stating the grade and group of the vacancy, the date of the examination, and that the vacancy is to be filled by a competitive examination of applicants from the next lower grade, unless none in such lower grade be found qualified, when those in the next lower grade may compete; or if there be none in any of the lower grades qualified, competition will be open to applicants. In any examination for promotion, if the competitors from the next lower grade shall not exceed three in number, the board may, at its discretion, open the competition to the next lower grade, or below, as they may deem best; and furthermore, if such promotion would probably occasion vacancies requiring other promotions, the board may combine in one the necessary examinations for such promotions. No person who has been examined in any grade for promotion and failed to receive such promotion shall again be admitted to examination within six months, but in the mean time his general average, as ascertained by such examination, may be brought into competition, as provided in Regulation XI.

XV. The examination will be held upon the general subjects fixed for examinations for admission to the lowest grade of the group, and upon such other subjects as the general nature of the business of the office, and the special nature of the position

lled, may seem to the board of examiners to require. Due weight will be given efficiency with which the several candidates shall have previously performed duties in the office; but no one who shall fail to pass a minimum standing of cent. in the written examination will be certified for appointment.

If no applicants from within the group shall be found competent, an examination will be held of all who shall make application, in accordance with the regulations governing applications for admission to the office, after due public notice by advertisement of the office. The examination will be conducted in accordance with the regulations for admission to the office, as required by the fourth rule for the civil-service, promulgated December 19, 1871, but the nature of the examination will be the same as in any previous examination for the same vacancy.

Under Regulation XV, the minimum grade of promotion eligibility is 75 per cent., and the commission is asked to permit the board, in grading the papers of the October examination, to consider 70 instead of 75 per cent. the minimum grade.

It arises the question: Why should this exception be made to the general rule which declares 75 per cent. to be the fair minimum standard in promotion examinations?

The reply is that the October class examined for promotion was so large that no room could be obtained in which all the members thereof could be examined at one time. The class was therefore divided into two equal parts, and one part was examined in the forenoon and the other part in the afternoon. By this arrangement members of the class were deprived of sufficient time to do justice to themselves. The examination was limited to three hours, and to get through in that time was compelled to undue haste. For the purpose of giving to each of the members of the class compensation for the necessary time of which he was thus deprived, the board recommends that the papers shall be marked upon a minimum grade of 70 instead of 75 per cent. as established by Regulation XV above quoted. Every member of the board of examiners declared, with much emphasis, that the October examination papers should, for the reason stated above, be allowed a credit of 5 per cent. by making the minimum grade of eligibility, as applied to them, 70 instead of 75 per cent.

It now arises the question: How can authority be given to mark the papers in examination upon a standard of 70 per cent.? It is not proposed to permanently reduce the promotion minimum from 75 per cent., but to make an exception to that standard in this instance only. To do this it would be necessary to amend Regulation XV, adding thereto a clause authorizing the Civil-Service Commission to reduce the minimum grade of eligibility not more than 5 per cent., and apply the reduced minimum in the marking of any particular promotion papers. This would be a power which, in my opinion, the commission should not have. It might be used, either by accident or upon a misapprehension of facts, to give certain applicants for promotion an advantage over other applicants; and would, in this instance, under exceptions to the general rule requiring 75 per cent., admit to vacant places in classes three and four certain persons who did not attain to a grade of more than 70 per cent.

Having carefully considered the matter, I respectfully recommend that the commission refuse to amend Regulation XV for the purpose of granting the request made to the board as stated above.

Another question suggested by the late promotion-examination is:

Should certifications from a register of persons eligible for promotion be made by groups of four or by the whole list?

Regulation XVII provides that certifications from promotion registers shall be made in the manner provided for admission to the lowest grade. Regulation X, in which the manner of promotion certification is stated, provides that certification shall be made of "the names standing at the head of such register not exceeding three." By paragraph 1 of Rule XVI of the amended civil-service rules it is provided that in making certification of eligibles for admission to the classified service, there shall be certified the names, to be taken from those graded highest, regard being had to any right of preference, etc. This provision of Rule XVI had the effect of amending Regulation XVII, which provided for the certification of three eligibles for admission to the cus-

toms service. Under Rule XVI four names must be certified for admission, and consequently in certifying for promotion certification must be made by groups of four. But it is proposed that this regulation shall be amended so as to require the board of examiners to certify to the collector (and, as a matter of course, to the other nominating officers of the New York customs district), the whole list of persons eligible for promotion. Upon this question the opinion of each of the nominating officers of the district and of each member of the board of examiners was taken, and the opinion of each was that the interests of the public service required that the whole list of promotion eligibles should be certified to the nominating officer. The reasons for certification by the whole list, as stated by the persons whose opinions on this question were requested,* are, to my mind, conclusive, and require me to recommend the amendment of the promotion regulations of 1879-'80, so that certification for promotion shall be made by the whole list.

(2) THE APPRAISER'S REQUEST. The second matter submitted for the determination of the commission is the request of the appraiser that he shall be allowed an eligible register for the clerk's grade, to be used exclusively in his office.

In asking for a separate clerk's register, the appraiser states that the efficiency of his force of employes is impaired by the existing practice of certifying from the clerk's register to all the offices. In this way, the appraiser says, persons who have for years served in his office as openers-and-packers and as samplers are certified from the clerk's register to the collector and to the naval officer. He thus loses the services of men accustomed by long experience to the work of his office, and these men are sent to the performance of new duties in offices concerning the details of the business of which they know nothing. The appraiser holds that the men who serve as openers-and-packers are serving apprenticeships as examiners. They are constantly at the elbow of the examiners and are learning day by day the examiners' duties but they can not become examiners without passing a competitive examination for admission to that grade; and many of them, desiring an increase of salary before they can be certified from the examiner's register, take the examination for the clerk's grade and get upon the clerk's register. From this register they are likely to be certified to the collector or to the naval officer, and in this way the appraiser's office loses their services, and they lose the chance of promotion to the grade of examiner.

In the opinion of the appraiser, this result would be obviated if the commission were to direct the board of examiners to hold examinations for the grade of clerk in his office exclusively. He is of the opinion that the employes in his office in the grade of opener-and-packer would enter into this examination, would get upon the clerk's register for the appraiser's office, be certified from it to him, and be by him nominated for appointment. Thus, he claims, he would be enabled to keep within his own office the skill and experience which service therein is giving to his employes now occupying places below the clerk's grade.

Upon inquiry it was ascertained that every member of the board of examiners was of the opinion that the request of the appraiser should be granted; but in this opinion I cannot concur. There are many good objections to the appraiser's plan. It would not accomplish the purpose he has in view. The examination for the clerk's grade in the appraiser's office would be open and competitive, and it is quite probable that persons on the clerk's register of eligibles for the office of the collector and the naval officer, and of the surveyor, would also get upon the clerk's register of eligibles in the appraiser's office. And it is also probable that the employes of the appraiser's office who succeeded in getting upon the clerk's register of that office, desiring four chances of appointment instead of one, would also get upon the clerk's register used for the other offices. In this way the register for the appraiser's office and the register for the other offices might be made duplicates of each other. If the right of applicants to get upon both registers were denied, it is probable that but few

* See report of testimony, pp. 234-240.

loyés of the appraiser's office would prefer the one chance of the register for ce to the three chances of the other register.

objections, obvious to me, I do not deem it necessary to state.

consideration of the many good objections that may be urged against the ap- plan of a separate register of clerk-eligibles for his office, I respectfully sug- denial of his request for the establishment of such a register.

he purpose of the appraiser in suggesting his plan of a clerk's register for his ce is a good one, and the commission should aid him in its accomplishment. y be done by the adoption of a regulation providing for promotions from the f opener-and-packer to the grade of sampler, from these two grades to the f clerk, and from the grade of clerk (including in this grade the four classes of to the grade of examiner. There are in the appraiser's office openers-and- , samplers, clerks, clerks and verifiers, and examiners. At present neither the and-packer nor the sampler can be promoted. To become a clerk he must o clerk's examination, and then it is even probable that he will be certified to her office, and that there will be certified for the clerk's grade in the ap- s office an eligible who has never had any experience in that office. From a clerk may be promoted in the appraiser's office to class 2, and from class 2 to and from class 3 to class 4; but there can be no promotion from class 4 to the f examiner. Although there may be in every one of the clerk-classes men who wn to the appraiser as men possessed of every qualification for the grade of er, he can not promote them. He can not request that they shall be examined their fitness for promotion. They must take an examination open to the pub- or this practice there is, in my opinion, not even one good reason. If promo- ere, as I have suggested, allowed from the lower grades in the appraiser's o the grade of clerk, entering it in class 1, and from this grade to the grade iner, the men who, serving as openers-and-packers and as samplers, would come experienced in the business of the office, might be retained in its service, promoted through the several classes of the clerk's grade to the grade of ex-

And this is what the appraiser desires to secure by the adoption of his sug- plan of a separate register. Under the considerations stated, I recommend the zation of promotions in the appraiser's office, as suggested herein.

THE BOARD OF EXAMINERS. The third matter submitted for the consideration ommission is the condition of the board of examiners. Its organization is as :

tor's office : Charles Davis, John A. Mason, and James Begen.

iser's office : Daniel J. Moore, Frederick W. Howard, and Howard T. Walden.

office : John M. Comstock and Theodore Babcock, jr.

or's office : John M. Wyatt.

D. J. Moore, chairman; John M. Wyatt, secretary.

Wyatt, the secretary, is deputy surveyor, and is in charge of the barge office. ial duties require so much of his time and attention, he can give but little of me or attention to the discharge of his duties as secretary. He has there- igned an inspector, named William C. Wheaton, to keep the records of the ncluding the eligible registers. This designation was made with the knowl- the members of the board, and in accordance with precedents. It is charged eaton is not efficient; that he does not keep the eligible registers in good hat he is often absent from his office, and that certifications are not promptly r him. An examination of the books has convinced me that Wheaton is icient, and yet it disclosed the fact that the eligible registers are not kept in ce with the orders of the commission, as indicated by the column-headings gisters. For instance, the registers do not show how many times each eligi- been certified to any particular office. This record is kept in another way. do the registers show the dates on which the probationary appointments

were made, and only in a few instances do they show the dates on which the successful probationers received absolute appointment. This record is kept in another way. There are other failures to literally follow the directions of the commission, but all the facts of examinations, certifications, appointments, etc., are kept by Wheaton precisely as they were kept by those who preceded Wyatt in the office of secretary of the board.

It is not true that Wheaton is often absent from the secretary's room. It is true, however, that he is sometimes absent therefrom, when he should not be; but that he is so, is not his fault. By the necessities of the situation, he must, whenever he has a certification ready, go to the barge office and obtain the signature of Secretary Wyatt. There is no reason to believe, or to even suspect, that Wheaton is ever, during office hours, unnecessarily absent from the secretary's room. He is not unfaithful, and he is not inefficient.

But it is a fact that the present condition of affairs in the secretary's office should not be permitted longer continuance; and to this fact the attention of the commission is earnestly directed.

It is unnecessary to dilate upon the importance of having in the office of the secretary of this board a person who can and will competently discharge the duties of this position. A person may have all the ability required for the position, but he may not have at his command the time necessary to the proper discharge of its responsible duties. And it is a fact, apparent to even the casual observer of New York custom-house affairs, that no officer in the New York customs service can give proper attention to the duties of his official position, and at the same time to the duties of secretary of the board. If attentive to his official duties, he must necessarily be inattentive to the secretary's duties, and if attentive to the secretary's duties, he must necessarily be neglectful of his official duties. No customs officer can properly perform the duties of secretary unless he is relieved of many of his official duties and, indeed, it is my opinion, formed after careful observation and much consideration of the subject, that the officer selected for secretary of the board should be relieved of all his routine official duties, and should be required to give all his attention to the affairs of the board. The secretary has many duties to perform in preparing for examinations; in making certifications; in keeping the registers and the record of proceedings; in corresponding with the commission; in replying to inquiries. To properly perform his duties he should have time to familiarize himself with the law, the rules, and the regulations, and the precedents which have grown up under the administration of the competitive system of appointments to civil offices. He should be a man of good address, capable of satisfying ignorance by supplying necessary information; of dissipating misapprehensions by proper explanation; of meeting opposition with firmness but without insult; of receiving the people with courtesy and satisfying them in all their reasonable demands. It is my opinion that the board contains a member who would meet all the requirements of an in-every-way competent secretary. I refer to John A. Mason, of the collector's office. He is a young man of intelligence and fine address, and he would soon acquire whatever knowledge of the law and rules he does not already possess. He could give to the duties of the secretaryship all his attention. The collector has agreed, that, in the event of the appointment of Mason to the secretaryship, he will relieve him of the duties of his present position, and permit him to devote all his time and attention to the affairs of the board of examiners. I recommend the appointment of Mason as secretary of the board.

Other information, pertinent to the matters herein discussed, will be found in the report of testimony hereto attached, to which the attention of the commission is respectfully directed. To the suggestion that inspectors and store-keepers should be admitted to competition for promotion to class two in the grade of clerk, attention is called in an especial manner. I respectfully recommend that such promotions be authorized.

In accordance with the recommendations of this report I submit the following resolutions:

Resolved (1) That the Civil-Service Commission hereby declares that it has assumed supervision over examinations for promotion in the New York customs district, and that all such examinations must be by and under its authority.

(2) That the commission refuses to grant the request of the New York customs board for permission to pass, as eligible for promotion, all applicants in the October examination for promotion who attained a grade not under seventy per cent.

(3) That the commission hereby advises the President to amend the fourteenth, fifteenth, seventeenth, and eighteenth of the regulations governing appointment and promotions in the customs service and the sub-treasury in the city of New York, approved by the President February 6, 1879, as amended with his approval January 13, 1880, so that they will read as follows:

XIV. The board of examiners may, at any time, with the approval of the commission, order an examination for promotion; and, at least five days before the examination is to take place, shall cause a notice to be posted conspicuously in the office for which such examination is to be held; and shall state in said notice the class or classes to test fitness for promotion to which the examination is to be held; and the time and place of such examination. Promotions shall be made from class to class, and the examination of persons in one class shall be to test their fitness for promotion to the next higher class: *Provided, however,* That if in any examination for promotion, the competitors in the next lower class shall not exceed three in number, the board may at its discretion open the competition to one or more of the classes below the class in which there are not more than three competitors. All persons in the class immediately below the class to which promotions are to be made, and who have been in said class at least six months, must be examined for promotion.

XV. The examination must be held upon such subjects as in the opinion of the board of examiners, with the approval of the commission, the general nature of the business of the office, and the special nature of the positions to be filled, may require. In grading the competitors, due weight must be given to the efficiency with which the several competitors shall have performed their duties in the office; but no one who shall fail to attain a minimum standard of seventy-five per centum in the written examination shall be certified for promotion.

XVII. The whole list of eligibles from which the promotion is to be made shall be certified to the nominating officer.

XVIII. Any person employed in any of the offices to which these regulations apply may be transferred without examination after service of six consecutive months since January 16, 1883, from one office to a class no higher in another office, upon certification by the board of examiners that he has passed an examination for the class in which he is doing duty, and with the consent of the heads of the respective offices, and the approval of the Secretary of the Treasury.

(4) That any person who, in the customs district of New York, has been absolutely appointed as inspector, or as storekeeper, may be examined for promotion to the grade of clerk, second class; that any person who has served as opener-and-packer, or as sampler, not less than one year, may be examined for promotion to the grade of clerk, first class; that any person who has been permanently appointed in the appraiser's office to the grade of clerk, whether in the first, second, third, or fourth class, may be examined for promotion to the grade of examiner.

(5) That the resignation of John M. Wyatt, secretary of the New York customs board of examiners, be and hereby is accepted, and that John A. Mason be and hereby is appointed secretary of the board; this resignation and this appointment to take effect on January 1, 1887.

Respectfully submitted.

JOHN H. OBERLY,
Commissioner, &c.

REPORT OF TESTIMONY,

ATTACHED TO REPORT OF COMMISSIONER OBERLY, MADE UNDER ORDER OF COMMISSION DECEMBER 9, 1886.

The UNITED STATES CIVIL-SERVICE COMMISSION,

Washington, D. C. :

GENTLEMEN: Under the following order I proceeded to New York on the 15th instant :

Commissioner Oberly is requested to visit the custom house, New York City, and inform himself fully concerning the administration of the civil-service law and rules at that office, and report to the commission in writing, with recommendations.

The following testimony taken in pursuance of the above order is herewith respectfully submitted for the consideration of the commission. This testimony fairly states all the facts of which I could obtain knowledge concerning the administration of the civil-service law and rules within the New York customs district. The matters in relation to that administration, upon which I deem it necessary to make recommendations, are discussed by me in a report to the commission of even date herewith. I have the honor to be,

Your obedient servant,

JOHN H. OBERLY,
Commissioner.

NEW YORK CITY, N. Y., *December 20, 1886.*

THE TESTIMONY.

On December 16, 1886, the following testimony was taken :

N. G. WILLIAMS, deputy collector, examined by Commissioner Oberly, stated that he had been in the service seventeen years.

By Commissioner OBERLY :

Q. You have been connected with the examining board ?—A. I was connected with the examining board from its organization under Mr. Hayes until I resigned in Mr. Hedden's time. I was acting chairman of the board and examined a great many thousand men.

Q. Can examinations be prepared to test the fitness of persons in one grade for promotion to positions in the next higher grade that will be adequate to determine the fitness of such persons for positions that may be vacant in that grade, the certifications to be made as in the case of certifications for admission to the service ?—A. I do not think it is possible to make written examinations to test the fitness of a man to be promoted.

Q. But written examinations do in some degree determine fitness ?—A. So far as a man may stuff himself for the occasion by reading up on the book of regulations. My idea of a proper examination for promotion would be a severe verbal examination in connection with a few written questions to determine his general intelligence and a verbal examination to determine whether the man has improved his opportunities by observation and study, that he can answer promptly different questions applicable to the positions to which he seeks to be promoted. I think the two examinations must be combined to afford an intelligent determination whether the man is fit to be promoted.

Q. Suppose such an examination as you suggest were determined upon, do you think it would be in the interest of the service to compel the promoting officer to select from the certification of the four highest upon the list in promotions, or would it be wiser to give the whole list ?—A. I think that when a class goes in for examination for promotion the whole list should be certified to the appointing power, with the remarks of the examining board, and let the collector have the power to select from the whole list, and not confine him to four names.

The COLLECTOR. There are only three men who have been promoted in this office since the passage of the civil-service act—in the collector's office—under the law or by any pretense of being under the law. I challenge the most scrupulous investigation. The office came to my hands utterly disorganized. This whole list shows all promotions, whether under or outside the law.

The collector here exhibited and read the list hereto attached marked Exhibit A. Commissioner OBERLY. Have promotions been made in the other offices?

M. COMSTOCK. There are separate lists for the naval office and the appraiser's

Commissioner OBERLY. Have not these promotions been made in the several offices custom-house here from examinations conducted by committees of the board?

COMSTOCK. Yes, all the promotions have been through the civil-service rules, promotions in the different offices are through the lines of that office.

Commissioner OBERLY. The same committee of the board conducts all these examinations?

COMSTOCK. Yes.

Commissioner OBERLY. Promotions are made from one class to another within the

COMSTOCK. Yes.

Commissioner OBERLY. Have you ever made transfers from one office to another?

COMSTOCK. There have been very few such cases and not in modern times. I remember there was a transfer made about three years ago.

RELOAR. Not more than three or four in a great many years.

WILLIAMS. There have been some from the Treasury Department to the same in this district.

COLLECTOR. Were transfers made after the enactment of the law?

WILLIAMS. Yes.

Commissioner OBERLY. Mr. Treloar, do you believe that a written examination, has been used to determine the fitness of a person in one grade for promotion or grade, is adequate to determine the fitness of a person in one grade for position the next higher?

RELOAR. I think not.

Commissioner OBERLY. What do you think ought to be added to the written examination?

RELOAR. I think there should be an oral examination to test knowledge of business assigned to each branch of the custom-house.

Commissioner OBERLY. The verbal having been added to the written examination eligible list having been created by that examination, do you believe that the interests of the service would be better cared for by certifying the four highest promotion or by giving the whole list to the appointing officer, where the mark is used on the oral examination in addition to the written examination?

RELOAR. Whether he should have the whole list or be restricted to a group as in the case of admission, would depend upon the persons who made the examination. I think the parties making the oral examination should be those of long experience, in whom the collector has confidence.

Commissioner OBERLY. Take the ordinary run of affairs in the custom-house; which is the better plan, to certify four or the whole list?

RELOAR. I think it would be better that the collector should have the whole list and be free to make inquiry for himself as to the persons most fit, all the persons whose names are found qualified for the place.

Commissioner OBERLY. Mr. Comstock, what is your opinion on that subject?

COMSTOCK. I do not think there should be an oral examination, because it is impracticable. An oral examination of more than 300 men would have delayed this examination three weeks. We must economize time in this respect. My opinion is that though an examination most carefully arranged will develop men of general fitness for better work, there are those distinctions that Mr. Treloar alludes to in regard to special fitness. I think the collector ought to be allowed the opportunity of selecting the men best fitted to turn out the best results.

Commissioner OBERLY. When you speak of the collector you would have the same method applied to the other officers?

COMSTOCK. Yes; I have made a study of these examinations. With the very best methods there remains still something to be reached in the individuality of the man. We can indicate the special characteristics of the man, but there is also a psychological study which the collector can make with the men before him.

RELOAR. Mr. Comstock, is it not possible that candidates for promotion may prepare themselves for examination by studying the requirements of the regulations and without having knowledge of the practical operations of the regulations and the business?

COMSTOCK. The late examinations are the best we have held. The first thing given to the men a sheet of simple arithmetic, the copying of a writing, the addition, column of figures, subtraction, and division. They were allowed a definite time for the completion of that sheet. Celerity and accuracy were considered. They were allowed twenty minutes. The questions on the other sheet covered general information as to the business of the custom-house, to define the functions of the chief officers of the custom-house, to define the functions of each division of the collector's office. All the divisions were named to them. They were not given the numbers. They were called, for instance, the warehouse and entry division.

ions. The candidate was asked to write a letter defining his own particular experience and the nature of the duties that he had discharged and their object—their connection with the business of the custom-house. He was given in addition a sheet of five custom-house problems in relation to duties. It was purely and directly in the way of custom-house matters, and avoided the opportunity of advantage to any one man by being asked questions relating only to one desk in order that they might all have the same chance. It is true that one might have qualified himself for work of one kind. It is an indication of a certain kind of ability and anxiety to acquire fitness. I would think better of a man who qualified himself without any hint than a man who came in and had to learn everything afterwards.

Commissioner OBERLY. That being the character of the examination to which you submitted these applicants for promotion, their papers having been marked and the grade of each determined, the eligible list being thus established, upon what theory do you conclude that the collector, who will have nothing before him except this list and the papers on which you and the committee have determined the grading, can select persons lower in grade than the highest, on account of peculiar fitness for particular positions?

Mr. COMSTOCK. My reason is that the standing of the candidate is the general average of 75 on the examination. Penmanship was one of the factors, and the faculty of writing an intelligent, well-expressed letter. A man might lack one of these qualifications, and yet be an extraordinary arithmetician. A man might have one faculty and none of the others. He may have lost in his general standing by want of facility in letter-writing. The collector has the right of having sent before him any man he wants to study. He can find out for himself from his associates in regard to these men. We only reach special, distinctive results. There is a certain failure in our examinations which is, I perceive, inevitable, arising from extraordinary differences in men in regard to lost confidence and nervous liability. The gentlemen who came into this examination the other day had become demoralized from the report that the collector proposed to use that examination for bouncing men. They came into that examination with nervous strain. I said to the board that twenty per cent. ought to be added to bring up the results of the examination. Men are infinitely more liable to that kind of examination defects than women are.

Commissioner OBERLY. Don't you think that the fear of dismissal, which results in nervousness of that kind, would be obviated by not permitting the nominating officers to have anything to do with the preparation of the examination, by having it understood that the examination is intended for the purpose it was announced for, and not for some ulterior purpose?

Mr. COMSTOCK. The appointing officer did not have the slightest idea, and never has had, of the nature of the examination beforehand. The feeling was in the nature of a panic. The men were working for bread and butter, and the idea got abroad that this was to be a slaughter. I think an examination is the most severe nervous strain a man can go through.

Commissioner OBERLY. Mr. Burr, express your opinion upon the character of examinations for promotion, their adequacy, and the policy of certifying by groups of four or the whole list.

Naval Officer BURR. I think the appointing officer should have the entire list. He can avail himself of a great deal of information that the board can not in regard to previous efficiency and good conduct, and a great many things that cannot come into the estimate of the examining board.

Mr. COMSTOCK. The method of the examinations was this: After we got a man's averages on these papers we went to the heads of divisions and required from each a grading of the men on the scale of 100 on conduct, efficiency, and capacity. We got that report from every head of a division. We took every man's standing and gave it half the weight of his examination. If a man got 75 in that examination and his superior reported him 100, he got 85 in our examination.

Mr. TRELOAR. There are exceptions, however. You have had candidates for examination—Mr. Purdy, for instance, of the sixth division. You will concede that he is almost indispensable there. Previous to this examination he has been before this board twice, and failed to reach the minimum.

Mr. COMSTOCK. We never before put the report of the chief of division in the examination.

Mr. TRELOAR. That did not determine his fitness for that examination.

Commissioner OBERLY. Generally you concur in what Mr. Comstock has stated, Mr. Burr?

Naval Officer BURR. Generally, I do not think I ever knew of a preliminary examination that was carried out with so much care as this.

Commissioner OBERLY. Mr. Eaton stated to me yesterday that there was a failure of confidence on the part of the friends of civil-service reform in New York growing out of the suspicion that these examinations were not properly or carefully conducted. I am glad to hear your statement that this examination was a careful examination.

did not speak of his own knowledge. When was this examination for held?

MSTOCK. In October.

Commissioner OBERLY. What was the character of the examination for promotion, grade to the other?

MSTOCK. From \$1,200 to \$1,400, from \$1,400 to \$1,600, from \$1,600 to \$1,800.

Commissioner OBERLY. Was the examination compulsory?

MSTOCK. They were directed by the collector to report, and also by the com-

missioner OBERLY. How many persons were examined for the promotion from \$1,400?

MSTOCK. The larger number—I have not the figures in my mind—were of . The most successful average was in that class.

Commissioner OBERLY. About what per cent. of those examined obtained the minimum eligibility?

MSTOCK. Of the lower class about forty; of the next class—\$1,400 to \$1,600—as I remember, something a little less; of the \$1,600 to \$1,800, only two out of ten, I should say, probably thirty. It was almost a failure. The reason is that the employees were men who had become drilled in certain functions and lost their touch in other operations. The younger men were fresher and probably had greater energy.

Commissioner OBERLY. Your proposition is that the whole list should be furnished in papers to the collector, so that he may make an investigation or have the matter personally before him?

MSTOCK. Yes.

Commissioner OBERLY. There was a request made by the collector for all the papers of examinations so that he might determine or judge of fitness for the places by them.

MSTOCK. I was not aware that the collector had ever made such a request.

Commissioner OBERLY. Was it the board that desired that the collector should have the papers of eligibles and those who failed, so that he might determine fitness for the places occupied by the persons examined for promotion?

MSTOCK. I think our board did recommend it for the collector's information.

Commissioner OBERLY. He could get from it a better idea of the characteristics of his force than by any other method in so short a time. Our board likewise asked permission of the commission to reduce the minimum of eligibility to 70. We took 75, the old Hayes's minimum. We wanted to do that, but we became quite certain that there was not allowed proper time in the examination. The chiefs of divisions all protested that we broke them up. We had examinations on the same day, and had one-half come up in the morning and the remainder in the afternoon. On that account we had to cut down the examination to three hours, and I believe that the time was inadequate to give the men a fair chance to do well when they had that pressure upon them.

Commissioner OBERLY. What you ask is that the minimum shall be reduced to 65 applied to those who took this examination?

MSTOCK. Yes; and present to the collector all above 70.

Commissioner OBERLY. You are satisfied that that is low enough? Why make it 65 and 70 for promotion?

MSTOCK. We adhere to the Hayes rules. The minimum has been variable. We reduced the minimum to what we supposed was proper for such an examination. Examinations have taken place in which we reduced it to 65. Looking at the reduction it would be a fair compensation for that disability of want of time.

Commissioner OBERLY. In amending these rules, would you advise 65 or 70?

MSTOCK. I think I would advise 70. I should advise it for all respects. Our lists are too low. They are filled up with hopeless cases between 65 and 70.

Commissioner OBERLY. Would you make the minimum 70 for admission?

MSTOCK. Yes.

Commissioner OBERLY. Do you believe it would be wise to submit the force of this commission to an examination to test fitness for the several places now occupied by employees?

MSTOCK. I think such an examination would impeach the judgment of heads of divisions. It devolves upon them to report the inefficiency of any member of their division. I do not think any examination outside the division itself should be called for any purpose.

Commissioner OBERLY. Will you suggest what your ideas are in reference to a board of examinations for the custom-house, to be organized within the board of examiners.

MSTOCK. The functions of the board of examiners might as well extend to the examinations. The examinations are really made now by a committee. The full board does not take part. I think an examination for promotion would not be fairly carried

on unless on the examining committee there were representatives of the appointing officers of the particular office.

Commissioner OBERLY. Should the board which examines for promotion in the particular office be composed entirely of persons from that office?

Mr. COMSTOCK. My opinion is that it should not. I think there is an advantage in having at least one person not connected with the office on the committee.

Commissioner OBERLY. That would require a board of examiners in which the membership from every office would be at least two?

Mr. COMSTOCK. Yes; I think that would be proper, although when we take into consideration the organization of the collector's office, the force comprising hundreds would require a larger representation than the surveyor's, which comprises but eight or ten.

Commissioner OBERLY. Would that make the board of examiners too large for efficient work?

Mr. COMSTOCK. The advantage of a large board is that it can delegate, having so much larger a field to select from, for particular examinations. The work has been more than our large board could attend to.

Commissioner OBERLY. In your opinion, then, the membership of the board should not be less than it is now.

Mr. COMSTOCK. My positive opinion is that it would be altogether wrong.

Commissioner OBERLY. In that connection what is your opinion of the suggestion that a permanent board of examiners be established at Washington of persons detailed for the work of examiners—I am not speaking of promotions—all examination papers, in examinations where physical tests are not applied, to be sent to that board for marking?

Mr. COMSTOCK. I think it would be an excellent plan. It would perfect the system.

Commissioner OBERLY. What is your opinion, Mr. Burt?

Naval Officer BURT. I should certainly agree to that. It possesses incalculable advantages.

Commissioner OBERLY. Do the other gentlemen agree to that?

Mr. TRELOAR. In that it would insure uniformity.

Commissioner OBERLY. The examinations would be conducted here and the papers be sent to Washington to be marked by a board of examiners who would have nothing before them but the papers.

Mr. COMSTOCK. It is the true way, beyond a doubt.

Commissioner OBERLY. Mr. Tingle, have you heard what has been said here in reference to the character of the examinations for promotion?

Mr. TINGLE. I came in while the discussion was going on, and did not hear it all.

Commissioner OBERLY. The question was asked whether, in the opinion of the several gentlemen, the examinations, as now written, to test fitness for promotion from one class to another, were adequate.

Mr. TINGLE. I have not had an opportunity to see those examinations. I have never examined any of those papers to know just what was embraced within the scope of the examination, so that I am not prepared to answer.

Commissioner OBERLY. Have you sufficiently studied this question to give an opinion upon the wisdom of certifying from the highest on the list in groups of four or giving the whole list to the promoting officer?

Mr. TINGLE. I should say that the whole list should be given to the promoting officer.

Commissioner OBERLY. Why do you think that?

Mr. TINGLE. For the reason that where there are a great number of promotions to be made he ought to have the entire list to take as a whole rather than be confined to four names for each promotion. I think he could do the work more judiciously, with more justice to the men and to the service, if he had all the names before him.

Commissioner OBERLY. He would thus be better enabled to get persons who would be adapted to particular places than under certifications by fours?

Mr. TINGLE. I think so.

Commissioner OBERLY. Mr. Potts, you understand, by the questions I have asked Mr. Tingle, what we are discussing. Express your opinion upon the adequacy of the examinations that are now held for promotions, and upon the subject of certification in groups of four or by the whole list.

Mr. POTTS. I can express no opinion upon the character of the examinations which would rest upon the questions asked, because I have not had an opportunity of examining those papers. I can express very readily my own opinion as to what that examination should be in order to make it effective in examinations for promotion. I think it should rest more largely upon a proper record of the work done by each man in his field of operations, a record made up from day to day and rated upon a certain basis, than upon questions asked in an examination, though I think that record should be supplemented by such questions, and I think the head of a great office, such as this, is entitled to have in each particular position the man who is found in his service who

most competent to fill that particular position in his view. It seems to me that it would be necessary to put at his disposal the whole eligible list rather than a small selection of three or four names.

Commissioner OBERLY. Do you understand that the examinations which have been held here lately for promotion have been examinations confined exclusively to answering written questions.

Mr. POTTS. My understanding was that they were confined to answering written questions and to a simple general statement of the head of each department as to the word of the man who had served under him.

Commissioner OBERLY. Mr. Comstock, state to Mr. Potts the character of the examination; and how you obtained the grading upon efficiency.

Mr. Comstock here shows to Mr. Potts a specimen of the questions and explains the character of the examination.

Mr. POTTS. In regard to the experience of the clerk I am satisfied that no report of a superior officer would be of any great value unless it was a report made up from day to day. A report made up at any particular period from mere recollection would be of but slight value; but a report made up from day to day would be a very great check, not merely upon the clerk who was conscious that such a report was being made, but to the appointing officer who was aware that the record was open to the clerk and his associates.

Commissioner OBERLY. Taking it for granted that the chief of the division is an ablest man, at the end of several years' service would he not know without a record the capacity of each man in his service and be able to give the mark of every man as to efficiency upon a scale of 100?

Mr. POTTS. I think he might approach closely in relation to a number of men; but if his force was large he would be likely not to know all, and he would be likely to have his mind influenced largely by particular events as against the whole record.

Commissioner OBERLY. How would you have this record kept—upon what substance?

Mr. POTTS. It would probably have to vary somewhat, according to the position required. Taking clerkships, it would cover regularity of attendance, punctuality, demeanor, discipline, general correctness in figuring, any errors to be marked on a main schedule, any specially good work—something showing particular attention to the needs of the service and a desire to further it, more than a mere perfunctory attention to duties. There might be other points to be considered.

Commissioner OBERLY. How large are the divisions in this office?

Naval Officer BURT. In the auditor's division there are probably 80 men.

Commissioner OBERLY. How is the demeanor of the men to be got at?

Mr. POTTS. By the details of the particular office.

Naval Officer BURT. Those men are organized so that they are all under an immediate superior. They are divided into divisions, each division chief being responsible for a certain number of men. Most of them keep a record.

Commissioner OBERLY. Would you have that done daily?

Mr. POTTS. Yes; because there are a great many things that get into a daily performance of duty that could not be ascertained otherwise.

Mr. TINGLE. They did have such a record in the pension office, which was given to the man, just as they do in a school.

Commissioner OBERLY. Can a chief of a division in a long series of years get an absolute knowledge of efficiency?

Naval Officer BURT. He would.

Mr. POTTS. The great advantage in a record would be the check upon the appointing officer himself and constantly supervising his men, seeing how they were unconsciously doing their work.

Commissioner OBERLY. Rule XIX of the Hayes rules provides that, "If, in the judgment of the nominating officer it be deemed advisable, he may direct any person in his department to be cited before the regular examining board, and such board shall examine into and report to such officer upon the qualifications, efficiency, and moral fitness for the position held or for any position in the same or lower grade of person so cited to appear." Do you believe that it would be in the interests of public service to permit any nominating or appointing officer of the customs service to apply that rule generally and cite the whole of a certain class to be examined?

Mr. POTTS. Yes; to be examined on terms which would be intended to indicate their fitness for the position they were then holding. I should consider it of the most importance that the appointing officer should always have that power.

Commissioner OBERLY. In a general way, to cite the whole class?

Mr. POTTS. I should not think it proper to restrict him. It would be proper to cite them all if he thought proper.

Commissioner OBERLY. What do you think of that, Mr. Burt?

Naval Officer BURT. As I drew up that original rule I suppose I ought to adhere to it. My experience is that it is a very salutary rule. The power of removal is left in

the hands of the appointing officer, who is the Secretary of the Treasury; practically it is the nominating officer. If I am to remove a man from my office for inefficiency, and can remove him without presenting any record of reasons, it is always open to the question as to whether I have not some other reason back. But if I could cite this person to appear before the board of examiners, they going over his record, making a written examination, and examining the reports of those under whom he has served (and he may have served under several), and if upon examination he is not found fit to perform his duty, it is a great support to the officer who removes him in taking that action.

Commissioner OBERLY. Would it be wise to apply that as a general rule?

Naval Officer BURT. I would not make it necessary. I would make it optional with him.

Commissioner OBERLY. How was the average obtained for the reports of the chiefs of division in the examination for promotion?

Mr. COMSTOCK. There never has been a record kept. They were supposed to be familiar with the men.

Commissioner OBERLY. Mr. Potts, having examined the questions used in the late examination for promotion, will you now please state your opinion of them?

Mr. POTTS. So far as questions can test fitness for promotion they appear to me to be very well calculated. The reports of the superior officers appear to show greater care in the marking than the others did—a greater desire on the part of those officers to rate every man as to his relative ability. But even where that care is exercised most conscientiously, I should myself feel that I was at a great disadvantage.

Commissioner OBERLY. Under the circumstances which surrounded the members of the board, do you believe they could have prepared an examination better fitted to test capacity in that examination, or that they could have resorted to a better method?

Mr. POTTS. I should doubt it very much.

Commissioner OBERLY. I wanted to develop the opinion of people here as to the adequacy of that examination, its fairness and completeness.

Naval Officer BURT. I was not concerned in that examination; I have heard the members of that examining board discuss it from time to time; I felt a little interest in it on general principles. Taking it all in all it was as satisfactory an examination as the conditions would permit. It was a very difficult thing to handle the report in regard to the efficiency of the men by the chiefs. That was the least satisfactory element in it, because I understood that some of them had marked some 100, and others had shown great discrimination. Some chiefs had been in office only a few months and confessed that they had only known the clerks a few months. So far as the general examination is concerned, it was quite as satisfactory as it was possible for them to make it. Hitherto the examination has been considered a privilege pertaining to the clerk. He himself, instead of the appointing officer, decided whether he was fit or not to enter the examination.

Mr. COMSTOCK. Another advantage is that all the examinations we have here held have been under suspicion. It was said it was all arranged. A great many have staid out, and given as their excuse that they did not feel there was a chance. But when all are compelled to go in, it could not be said that we had selected the best candidates, that they had not had a fair show.

Commissioner OBERLY. Are weighers or inspectors ever promoted?

Mr. COMSTOCK. It is not exactly a promotion. There are positions of foremen weighers, and assistants are permitted to come into the competition; but not in the last examination was it confined to them. Under the collector's order it was confined to the assistants to the foremen. But the position of weigher, if competed for, would be an examination open to all alike.

The examination for the position of foremen of weighers should have been held many months ago. There have been men occupying the position of foremen without examination for many months, or a year or two years without examination; simply designated for that position; and when the examination was held here recently, as understood it, no full notice was given to the weighers, and but thirteen out of a force of fifty or sixty actually competed. There was not a general examination of weighers for promotion, and out of the thirteen who did enter the examination I think five were men who had been acting as weighers by designation. I understand that nothing has been done under that examination.

Commissioner OBERLY. How are inspectors paid?

Mr. COMSTOCK. Four dollars per day. There is no grade of foreman of inspectors. The deputy-surveyor is the head of the inspectors.

Commissioner OBERLY. Should not some way be devised by which faithful service as inspector or weigher might be rewarded by an increase of wages?

Mr. COMSTOCK. Some years ago a regulation of that kind was formulated.

Commissioner OBERLY. How much does a weigher receive?

Mr. COMSTOCK. Twelve hundred dollars a year. Assistant weighers get the same. The foremen get, I think, \$4 per day; maybe they get \$1,600.

Commissioner OBERLY. An inspector goes in at \$4 per day. No matter what his rank, he never gets more than that under the present system?

Mr. STOCK. The inspectors have what they call night duty, for which they receive compensation—\$10 per night. A majority add to their compensation \$400 a year by working day and night.

Commissioner OBERLY. As it is now, the most efficient as well as the least efficient can add to his compensation by night duty?

Mr. STOCK. Yes.

Commissioner OBERLY. Should there not be some reward for efficient service in the night?

Mr. STOCK. Yes; so that, as in the English service, men can rise in their own ranks.

Commissioner OBERLY. That could be reached without materially increasing its cost to the Government by decreasing and increasing the pay.

Mr. STOCK. They could be promoted from the first to the second class for merit. A man who has been doing faithful and efficient work ought to have some consideration.

Commissioner OBERLY. Yes; even when it is the same kind of work. He is more likely to be accurate. A man who has been in the service awhile ought to have his reward—a compensation for fidelity and efficiency.

Mr. GLE. What is the objection to allowing inspectors and assistant weighers to take the examination for clerks?

Mr. STOCK. There is no objection. I think an inspector who goes into an \$1,800 position and succeeds, has indicated his right to that sort of service. Under these regulations they are not permitted to do it. There is one difficulty in the transfer to clerkship—the examination for inspectors, as it is now conducted, is less rigorous than the examination for a clerkship. There were cases of admitting a man as inspector to the examination and transferring him very soon to a clerkship at \$1,400 a year. I do not permit an inspector to enter any other examination except those for the \$1,800 grades.

Commissioner OBERLY. The examination for clerks and storekeepers embraces the same subjects. Can not the regulations of the commission be so changed, without injustice, that the examination for inspector will be made the equivalent examination for clerk?

Mr. STOCK. I do not see why the examinations should not be in all respects the same.

Commissioner OBERLY. Suppose instead of the geography, history, and government of the United States in the fifth subject we should substitute the physical examination and call that examination the equivalent of the clerk examination?

Mr. STOCK. The questions have been much lighter. We would get a better class of inspectors by making the examination equivalent to that for clerks. There is no reason why an inspector should not be an educated man. The examination should be made on equal grounds to a \$1,400 position.

Mr. GLE. There is no good reason why an inspector should not pass the same examination as an applicant for a \$1,400 clerkship, adding the physical test.

Mr. STOCK. Yes; there would be more complaint because it would be said it was hard to ask as much of an inspector as of a clerk. The position of inspector is a desirable one. The men have more freedom of movement. The hours are from sunrise to sunset. A healthy, strong man will prefer that position to a clerk's.

There are inspectors who could do very creditably in the clerk's examination.

Commissioner OBERLY. The proposition would be to make the examination for inspectors the equivalent of a clerk's examination, adding the physical test, and then allow inspectors to enter into competition for promotion in the clerk's grade.

Mr. GLE. It is well to bear in mind the present disturbance in England in relation to the civil-service there. I understand that this disturbance results from a promotion in their service which consists in an arbitrary division of the service into two ranks, to the first of which examination is of a certain character, and to the second of which it is of a different character, and there is no opportunity to go from one rank to the other. That teaches us mainly that persons who are uninitiated in the intricacies of our system will infer that the same arbitrary rule now in vogue in relation to the field covered by the competitive examination. In the custom-house, the whole force under the collector is subject to the civil-service rules. There are no promotions provided by the commission for places above \$1,800 and \$2,000. The inference drawn by the public is that promotion is not probable from \$1,800 to the next higher rank. It seems to me advisable, even if the commission should not be permitted to go so far at present as to provide directly for examinations for promotion from one rank to the next, to provide examinations by which they may all appear at the call of the superior officer and insist that the higher ranks could still be aspired to by persons occupying clerical positions.

Commissioner OBERLY. How are promotions now made from \$1,800 to \$2,000?

Mr. COMSTOCK. They are made simply on the will of the appointing officer, examinations being made unnecessary by Rule XIX as it now stands. Liquidating clerks have a technical examination for the particular points required. Entry clerks are promoted from liquidating clerks. I dissent somewhat from Mr. Potts's view on that matter.

Commissioner OBERLY. What positions are above \$1,800?

Mr. COMSTOCK. There are a great many \$2,000 clerks in various positions.

Commissioner OBERLY. As I understand, they are excepted from examination?

Mr. COMSTOCK. The reason is there are only four classes. A man reaching the highest class cannot be promoted to a higher class. In the classification of the service there are only four classes made by the Secretary of the Treasury, the fourth class being \$1,800, and above to \$5,000.

Commissioner OBERLY. Are \$2,000 clerks appointed now from the outside without examination?

Mr. COMSTOCK. They are not, as a matter of fact. They are generally appointed by promotion from \$1,800. They are in the classified service. The competitive line stopped at the beginning of the fourth class.

Mr. POTTS. The collector holds that he cannot promote any man to a higher position than \$1,800 except upon examination. He holds that the treasury regulations require that. He feels burdened with the responsibility of holding a competitive examination without any system to aid him.

Commissioner OBERLY. How has he reasoned himself into the conclusion that he must examine persons for promotion to places above \$1,800?

Mr. POTTS. That the requirement upon him of holding examinations for promotion to particular places rests in the treasury regulations and not in the regulations of the commission. Although these men are in the classified service they are exempt from competitive examination, but under the treasury regulations he is required to ascertain fitness for promotion by examination. His desire and my feeling of what is proper is that the commission would do well to assist him and other men occupying similar positions by providing a system of examinations which would enable them to reach these cases.

Commissioner OBERLY. If, under section 6 of the civil-service act, the Secretary of the Treasury, by direction of the President, has brought the \$2,000 class into the classified service it is the duty of the commission to provide a system of adequate examination and nobody else has the right to provide any examination. Those above \$1,800 are as much within the fourth class as the \$1,800 clerk.

Mr. COMSTOCK. The whole service is the classified service from \$240 up. If the Secretary of the Treasury had said \$1,800 and had not added the word "upward" it would have stopped it, but since he said upward it is all in. One thousand eight hundred dollars and upward represents a class. Two thousand dollars and \$5,000 clerkships are in the fourth class.

Mr. POTTS. The Secretary of the Treasury puts deputy collectors into the fourth class.

Commissioner OBERLY. They are in, according to the law; but Rule XIX excepts them from examination.

Mr. COMSTOCK. My opinion is that after a clerk has passed three examinations for promotion and has reached a fourth-class clerkship, the necessity for examination by a board has been exhausted and he may be promoted by his superior officers on the strength of the evidence of fitness which he thus gives to be promoted without examination. He has been through examinations three times and must be a pretty good man to have got there.

Commissioner OBERLY. What I meant was that you cannot get a man into a \$2,000 or \$2,500 place without examination for admission, unless it is an excepted place under Rule XIX.

Mr. COMSTOCK. There is a difference of opinion on that subject. Collector Robinson claimed the right. The competitive service stops at \$1,800. There cannot be competition beyond that.

Commissioner OBERLY. When we speak of the classified service we speak of it technically under Rule V, the departmental, customs, and postal services. No clerks or other employees of the government are in the classified service, except as therein set forth, who have not been put there by a classification made by the head of a department.

Mr. COMSTOCK. You hold that an examination is necessary for every position in the classified service? I think the fault of this law is that it does not, as the original did, prescribe that all examinations shall be for the lower rank of the service.

Commissioner OBERLY. The commission made an examination for entrance into the lowest class of the service, and provided that this examination should cover the highest places, so that promotions might be made under this examination. The examination provided was at once an examination for entrance to the highest as well

as the lowest grade of the classified service, and was also held (improperly, I think) to be an examination which authorized promotions from the lowest to the highest class without further examination.

Collector Magone, please state whether, in your opinion, certification for promotion should be made by the whole list or by groups of four.

The COLLECTOR. My opinion, founded on such experience as I have had in the customs department of the port of New York, is that the collector should have the benefit of the whole list, as prepared by the board of examiners for promotion, to the end that he may make selections with reference to the several departments, namely, for the auditor's department, the seventh division, the third division, or any one of the eight divisions where the duties imposed upon the officers in those several departments are very varied and essentially different in many particulars. For instance, a liquidator needs as a prerequisite very good eye-sight, more than ordinary even among young people; whereas a person may be engaged in either of the other departments where accuracy of sight is not nearly as material so long as the educational qualities are adequate; that the requisites for a clerk to receive entries and calculate duties require accuracy of sight, readiness with his pen, and familiarity with figures; that a man who may be very competent in the bureau of commerce and navigation, standing in precisely the same grade as an officer in the department for liquidation, would have no adaptability as liquidator; and hence that promotion in the custom-house should be made with reference to the previous employment of the applicant rather than his rating on the eligible list.

Commissioner OBERLY. You do not mean that that fitness should be tested in this way for original entrance to the service?

The COLLECTOR. No.

Commissioner OBERLY. You believe that the qualifications for entrance should be tested in the general way now employed?

The COLLECTOR. Yes; I believe those examinations are wise, and can only be attended with good results.

Commissioner OBERLY. You need promotions because you only appoint to the lowest class?

The COLLECTOR. Yes; no man can be put forward through the service, except through the process of examination for promotion.

Commissioner OBERLY. There are vacancies in the higher classes, because you have had no eligible registers for promotion?

The COLLECTOR. The law forbids me to fill the vacancies in any class by any other method than examinations.

Commissioner OBERLY. Appraiser McMullen, please state whether, in your opinion, certification for promotion should be made by the whole list or by groups of four.

Appraiser McMULLEN. I think the whole list is preferable. We would then select the most competent man, where there was a difference between men. By some accident, or as a matter of fact, the poorest may receive the highest average. We know the qualifications of men from actual experience.

SURVEYOR OF THE PORT BEATTIE INTERROGATED.

Commissioner OBERLY. Surveyor Beattie, should two classes of inspectors, with different salaries, be recommended, the salary of one class being higher than that of the other, with a view of promotion from one class to the other?

Surveyor BEATTIE. There are now at this port two classes of inspectors, with different salaries—that of night inspectors, who receive a per diem compensation of \$3, and that of day inspectors, who receive a per diem compensation of \$4. While the general duties of a night inspector differ in no material respect from those of a watchman of ordinary intelligence, those of them who are able to qualify for appointment as day inspectors, and avail themselves, under the existing rules, of the opportunity to qualify, can secure promotion to the extent of increasing their salaries from \$3 to \$4 per diem. As these inspectors, therefore, have an opportunity to better their condition, they need not be taken into consideration in answering the above interrogatory. The day inspectors, on the other hand, receive a compensation which, in my opinion, is a fair measure of the value of their services to the government. The mental and other equipment necessary for the efficient discharge of their duties is of no higher order than that usually possessed by a competent shipping clerk, whose salary at this port, as I am advised, rarely exceeds \$1,200 per annum. It would be both impracticable and inequitable to divide the day inspectors into two classes. A person who has the educational, business, and physical qualifications which, under the rules, are now necessary to secure an appointment as day inspector, becomes, within a few months, thoroughly familiar with and efficient in the discharge of the duties of such an officer. In fact, after the expiration of three months of his probationary term he ought to experience no difficulty in the performance of any work which, as inspector, he would

be given to do. His services at the end of this brief period are worth as much to the government as they would be at the end of two, five, or ten years, and in all probability of very much more value than at the end of a twenty-five or thirty years term of service. A day inspector fairly given a permanent appointment on the expiration of his probationary term does not thereafter increase his value to the service by anything which he can learn in the discharge of his proper official duty. As after the expiration of the probationary term, under the views thus stated, there is no appreciable difference in the essential value of the services of one day inspector compared with those of another, I am unable to see that any benefit would or could accrue to the service by the establishment of two classes of day inspectors with different salaries, if the object be merely, as stated in the interrogatory, with a view of promotion from one class to the other.

Commissioner OBERLY. Please answer the following interrogatories:

(1) Should inspectors, as they are now examined and appointed, be permitted to enter into competition for promotion to clerkships; and if so, to what class and after what period of service from time of entrance?

(2) Shall two classes of assistant weighers be recommended, the salary of one class being higher than that of the other, with a view of promotion from one class to the other?

Surveyor BEATTIE. In reply to your first interrogatory, I would say that in my judgment the rules should be so amended as to permit the transfer or appointment of day inspectors, assistant weighers and assistant gaugers, who have been in the service not less than one year to clerkships in class two without examination.

As would appear from the views expressed by me above, no provision could be made for the promotion of these officers within the ranks of their respective divisions. There is no appreciable difference in the value of the services of officers in either of these ranks, nor in the services of officers of the same rank, nor at any particular date within a given period of each of their official lives. Their duties are so varied as to furnish them an opportunity of acquiring a thorough knowledge of more of the detail of the business of the customs service than is ordinarily given to a clerk in class 1. Their compensation is greater by \$260 per annum than that of clerks in that class, and were they merely allowed to compete for promotion into class 2, the inducement, offering no prospect of immediate betterment of their financial condition, would scarcely be strong enough to excite their ambition. Whatever may have been the experience of other surveyors, I do not find much difficulty, in the absence occasionally of a clerk belonging to classes 2 or 3, in finding a day inspector sufficiently competent for detail to discharge the duties of either of the former. This being my experience, I am clearly of the opinion that to permit day inspectors, assistant weighers, and assistant gaugers to enter into competition for promotion to clerkships would be for the very best interests of the service; and for the reasons herein stated, I am as clearly of the opinion that the best method of promoting them would be by transfer, on the requisition of the collector or other head of department, to class 2.

Commissioner OBERLY. Surveyor Beattie, please state whether in your opinion certifications for promotion should be made by groups of four or by the whole list.

Surveyor BEATTIE. The appointing officer should be untrammelled in his choice. I favor a system that will permit the head of a department to promote a man without examination, in view of his experience of the man, his conduct and capacity for work as appears by his daily record and general make-up. I was not aware that the record of those examined for promotion entered into consideration in the marking. It is not possible to make a record of a man's work so as to give a mathematical representation of value.

APPRAISER M'MULLEN INTERROGATED.

Commissioner OBERLY. Appraiser McMullen, do you desire a separate register for clerks in your office in the manner heretofore suggested by you in a communication to the commission, that register to be also utilized for the appointment of clerks and verifiers?

Appraiser MCMULLEN. I do.

Commissioner OBERLY. As I understand it, your object in asking a separate register is that you may obtain in your office the peculiar qualifications needed for position therein, which qualifications have been acquired by service in the office?

Appraiser MCMULLEN. I do. Persons who have served as openers and packers and as samplers, and have, by experience, acquired knowledge that fits them to be examiners, desiring promotion from the position held by them, must enter into open competitive examinations for the grade of clerk, and, passing this examination, they are placed upon the eligible register used in making certifications for the grade of clerk in all the other offices of this customs district, as well as to this office. The result is that a person well qualified for service in this office and who should be retained her

is more likely to be certified for a clerkship in the collector's office or in the naval office than for a clerkship in this office. Consequently much of the experience and resulting ability acquired in this office is put into other offices in which it is of no use, and persons having no experience in the duties of this office are certified to me as clerks and must be appointed. If I had a separate register for this office this disadvantage and even injury to this office might be obviated.

Commissioner OBERLY. It appears to me that the object you have in view would not be attained by the process by which you desire to attain it—the establishment of a separate register of clerks for your office. If the commission were to make the amendment to the regulations as suggested by you two things might happen: First, the persons in your office who would take the examination for the grade of clerk in your office, desiring other chances of appointment than the one which the eligible register for your office would furnish, might also claim the right to enter into competition with applicants for the grade of clerk in the other offices, and by thus getting upon the eligible register for the grade of clerk in the other offices of the district secure four chances of appointment instead of one. Second, the applicant for the grade of clerk upon the register that would supply the other three offices of the district desiring another chance of appointment might become a competitor for the grade of clerk upon your register. Thus the two lists—yours and the one used for the other three offices—would be duplicates, and no advantage would result to you from the establishment of the separate register asked for by you.

If the right to go upon both registers were denied, then it is quite probable the persons in your office would prefer to take the three chances of appointment that the other register would give them, to the one chance of appointment that your register would give.

Let me suggest that your object could be secured more effectually by a system of promotion. By amending the regulations so that openers-and-packers and samplers in your office would have the right to enter into competition for promotion to the grade of clerk in the first class, and the persons in the grade of clerk embracing the first, second, third, and fourth classes might be allowed the right to enter into competition for the grade of examiner. In this way all the ability of your office acquired by experience might be retained in it and rewarded by promotion after adequate examination.

Appraiser MCMULLEN. I think that would more surely attain the object I have in view than the plan I myself have suggested.

Commissioner OBERLY. I shall recommend the adoption of the plan I have suggested.

COERENGE WITH BOARD OF EXAMINERS.

At a meeting of the board of examiners, Commissioner Oberly was present, together with all the members of the board, except Mr. Wyatt.

Upon interrogatories submitted by Commissioner Oberly the following replies were given:

Interrogatory 1. Shall the minimum of eligibility be reduced from 75 to 70, and only applied to the pending examinations?

Answer. As to pending examinations only, answered unanimously in the affirmative. It was stated that Mr. Wyatt, the only member of the board absent, voted in the affirmative when the question was discussed at the last meeting of the board. The board makes this answer for the reasons stated heretofore in a communication upon this subject addressed to the commission (see Exhibit B).

Interrogatory 2. Is there good reason for adding 20 per cent. to the grade obtained by each applicant in the pending examinations?

Answered unanimously in the negative.

Interrogatory 3. How shall certifications be made—by groups of four or by the whole list?

Answered unanimously that certifications should be made by the whole list. This answer was given for the reasons set forth in Exhibit C, hereto annexed.

Interrogatory 4. Shall oral examination be added to written examination?

Answered unanimously that oral examination shall not be added to written examination.

Interrogatory 5. Shall two classes of inspectors with different salaries be recommended, the salary of one class being higher than that of the other, with a view of promotion from one class to the other; and should inspectors in the higher class be allowed promotion to clerkships, and if so, to what class?

Upon that part of the question as to whether two classes of inspectors be recommended with the view of promotion from one class to the other, individual members of the board expressed various opinions, and also an unwillingness to take definite action in making reply thereto.

Upon the question whether a recommendation be made that the examination for inspector be made the equivalent of the examination for clerk, it being understood that, the examinations being equivalent, inspectors may enter into competition for promotion to clerkships, Mr. Babcock moved that inspectors shall be allowed to enter the examination for the \$1,400 grade, provided the original examination is made the equivalent of that for clerks. An amendment by Mr. Davis that inspectors may be allowed to enter the clerk's examination of the \$1,600 grade was lost. An amendment by Mr. Comstock that inspectors and storekeepers be allowed to compete for the grade of \$1,400 clerkships was carried, Mr. Davis not voting. It is the sense of the board that the competition for clerkships of the \$1,400 grade by inspectors shall only be open to such inspectors as have served six months, the examination for original entrance to the grade of inspector to be of the same character as at present.

Interrogatory 6. Shall two classes of assistant weighers be recommended, the salary of one class being higher than that of the other, with a view to promotion from one class to the other?

Mr. Babcock moves that the same conclusion be expressed with reference to assistant weighers as was reached above as to inspectors. Carried unanimously.

Interrogatory 7. Shall a separate eligible register for clerks be allowed the appraiser, to be utilized also for the appointment of clerks and verifiers?

It is the unanimous sense of the board that no such examination be held until after the next general examination for the custom-house at large, when a separate register of clerks for the appraiser's office may be established, to be utilized also for the appointment of clerks and verifiers.

Secretary Wyatt being subsequently interrogated on the above seven questions, expressed his concurrence in the conclusions of the board.

Commissioner Oberly calls the attention of the board to the fact, that an inspector named William C. Wheaton is doing the work of the secretary, and asks if he was authorized to act.

Mr. MOORE (chairman). Mr. Wheaton was authorized to act by the board.

Mr. BABCOCK denies that Mr. Wheaton was authorized to act.

Mr. MOORE. After he had been selected by Mr. Wyatt and acting for awhile, Mr. Babcock called my attention to the fact that previously, when just such a man acted, special permission was given by the commission at Washington to have that man assist the secretary, and that very day the board wrote the commission, stating that the young man was acting, and if permission was necessary asked that permission be given. No answer has been received to that letter.

Mr. BABCOCK. I hardly think that letter was written with the authority of the board.

Mr. MOORE. That communication emanated from the board at my suggestion.

Mr. BABCOCK. The board has never seen the communication or known anything of it.

Commissioner OBERLY. Was the same practice pursued heretofore?

Mr. MOORE to Mr. BABCOCK. During the time you were secretary did you not have a person to assist you?

Mr. BABCOCK. In certain parts of the writing, in making up notices, I did; but at that time the commission had made no rules so binding as now. I had no one to assist the secretary to make up the eligible lists. He had not access to the eligible lists, they were under my control.

Commissioner OBERLY. Who was the assistant?

Mr. BABCOCK. The messenger in my room. Any work I had to do he would assist me in.

Mr. MOORE. Did you or the board ask the commission to retain him as an assistant?

Mr. BABCOCK. He was not an assistant.

Mr. MOORE. Was authority asked from the commission to have him assist?

Mr. BABCOCK. No; his name was never brought to the attention of the commission that I know of.

Mr. MOORE. While there was such a person assisting the secretary special permission was given by the commission to have him act?

Mr. BABCOCK. That was when Mr. Stanwood was secretary. I was designated as assistant secretary.

Commissioner OBERLY. Has Mr. Wheaton been incompetent in the discharge of the duties he is now performing? Has he kept the eligible registers in due form? Has he made certifications regularly?

Mr. HOWARD. All the certifications that have been asked for have been delivered in the course of time. There has not been a great deal of promptness displayed. I have waited sometimes half an hour or came back at the end of an hour and found the place locked. That was some time ago. Matters have been better attended to, as this young man himself has had a secretary.

Commissioner OBERLY. For what reason was he absent?

Mr. BABCOCK. He was supposed to have business outside. A very desirable proceeding altogether for an assistant secretary's chamber.

Mr. DAVIS. In reference to delays, Wheaton has called my attention to that and his explanation is this, and I know that in many cases it is true: At one time certifications were asked for by the collector, naval officer, and appraiser. Preference was given to the collector, who held the papers for a number of days. He could not furnish the other certifications until the collector had acted and returned the papers. The naval officer took two or three days. In reference to his absence, his explanation is that he makes a certification which requires Mr. Wyatt's signature. Mr. Wyatt is at the large office, where Wheaton has to go for his signature. When he goes out he has to lock his room. He is an inspector of customs, relieved from all duty as an inspector. He often has to run after Mr. Wyatt for his signature to a certification which the collector wants peremptorily, and in the mean time the office is locked. I think the young man has done the best he could under the circumstances.

Mr. BABCOCK. A class of two hundred and seventy-five men were designated for examination for inspectors. Three days were fixed, but he notified all for the same day. All the applicants came and those living out of town had to stop at hotels.

Mr. DAVIS. Mr. Wheaton did not understand that he could notify them for different days.

Commissioner OBERLY. Is it not the opinion of the board that some person be designated who will be divorced from his official duties and give all his time to the duties of secretary?

The board expressed its unanimous approval of this suggestion.

Commissioner OBERLY. From an inspection of the eligible registers it appears that but a few entries have been made of permanent appointments, and no entries of probationary appointments, refusals to accept appointments, rejections after probation, promotions, removals, discharges, resignations, transfers, or death; that certifications are not entered by dates and positions, but only by the numbers of the certifications; that no entries have been made of the expiration of terms of eligibility; and that in these particulars the directions contained in the printed headings of the registers have never been complied with.

Mr. BABCOCK. I think we had instructions from the commission that the registers were prepared for the departments at Washington and we could utilize them as far as practicable. I think I did enter the absolute appointments. The entries of permanent appointments possibly did not cover the early part of the time when I was secretary, but it did the latter part.

Commissioner OBERLY. How can the secretary tell when an eligible has had three certifications to the same office?

Mr. BABCOCK. The offices are distinguished by three faint lines, and the number of the certification is entered on the line set apart for the office to which the certification is made.

Commissioner OBERLY. Has the present collector, naval officer, or appraiser made any appointments to the grades above \$1,800, not considering those excepted under Rule XIX, without examination on certification, and, if so, is there any way to get at the facts?

Mr. COMSTOCK. The naval officer has not made any such appointments, and I am quite sure the other officers have not. I think Mr. Hedden did in one case. The assistant auditor, a brother-in-law of Mr. Hedden, was appointed assistant auditor, at \$3,500 from \$1,400, without examination. No such officer as assistant auditor was known before. He does not hold a position of financial trust. He does not sign checks. He can not act in the disability of the auditor. I think that all collectors as far back as I can recollect have been in the occasional habit of doing an exceptional thing of that kind. Before the time of Mr. Hedden some one or two have been appointed in that way.

Mr. BEGAN. I know that the Secretary of the Treasury invariably, on the submission of an appointment from Collector Robertson for a place above \$1,200 without examination, called the attention of the collector to the fact that it was against the spirit of the civil-service rules.

Mr. COMSTOCK. He nominated a person as chief clerk of the third division who never entered on those duties, the appointment not being approved by the secretary. I have heard it claimed by appointing officers that places above \$1,800 are not classified.

The board then appointed a committee to state reasons for certifying the whole list in promotions, and the conference with Commissioner Oberly was terminated.

On December 19, 1886, the committee appointed to state reasons why the whole list should be certified, handed to Commissioner Oberly the following statement:

CUSTOM HOUSE, NEW YORK,
Collector's Office, ———, 188—.

SIR: The undersigned members of the local board of civil-service examiners for the New York custom house respectfully offer for your consideration the following

reasons why the entire eligible list for promotions should be placed at the disposal of the collector of the port for his use in filling vacancies within the service.

(1) The government is entitled to the best talent it can command for the work which has to be done at its expense. This it can not, with any degree of certainty obtain if the appointing officer is to be confined in his selections to any number of names less than the entire list of those who have shown themselves ordinarily qualified for promotion by obtaining upon examination the percentage for eligibility. An examination conducted on general lines is important and necessary as a test of general capacity and intelligence. There are, however, many qualities essential to intelligent action in the matter of promotions if the best results are to be obtained which examination, with its averaging of performance on the different tests, can neither include nor indicate. These qualities are parts of the personality of the subject, and are made up of industry, manner, presence, and aptitude for special service, any or all of which may be a portion of one's official history, but none of which appear in the percentages.

(2) If the object of an examination for promotions is to obtain the best material for vacancies in the higher grades of the service, it cannot be accomplished by circumscribing the appointing officer in his selections. This is especially true of a department as large as the New York custom house. Here the business is divided into eight divisions, distinctive in their character and methods. The difference of work is well defined, and each division demands special knowledge, skill, experience, and talents. To limit the collector to four, or any other number of names short of the entire list, will cause demoralization and embarrassment by putting in many of the places to be filled by promotion men who have no adaptability for them and whose training has been in a contrary direction. For instance, a clerk of long service in the navigation division, well versed in its laws and regulations and generally intelligent, may be practically ignorant of the practices and requirements of the auditor's office, and yet, under the rule giving to the appointing officer only the four names standing highest for a vacancy in the auditor's department, he or another whose official life has been spent in the entry, law, or invoice divisions may be placed in the vacancy. His experience gained in another department would be of little avail to the government and himself would lose the benefit of it. Every demand of his new place would have to be learned, and to it he would go shorn of every advantage of the outsider which his term of service is supposed to give. The same result can be expected to almost universally follow the taking of an eligible from any division in which he has received his training and made his record and placing him in another with whose details he is not acquainted. Such a system, instead of aiding and promoting the efficiency of the service, would break it down almost as completely as the placing of outsiders in positions that require technical and expert knowledge. As far as possible promotions should follow division lines. This can be done only by submitting the entire list to the one who appoints, and thus enabling him to select the eligible best fitted by experience and training for the special place under consideration. In no other way can the needs of the service be met and justice done to the appointing officer and the appointee.

Respectfully submitted.

JAMES BEGEN,
JOHN A. MASON,
JOHN M. COMSTOCK,
Committee

Hon. JOHN H. OBERLY,
Civil-Service Commissioner.

EXHIBIT A.—List of promotions in collector's department from July, 1883.

Date.	Name.	Where from.	Compensation.	Where to.	Compensation.	Examined.
1883.						1883.
Dec. 28	L. M. Robertson..	No. 7, 4th div....	\$1,600	No. 23, 5th div.....	\$2,000	*Dec. 1
1884.						
Jan. 15	C. R. Mather.....	No. 6, 1st div.....	1,400	No. 7, 4th div.....	1,600	Dec. 1
Jan. 15	W. J. Gilbert.....	No. 4, coll's office.	1,200	No. 6, 1st div.....	1,400	Dec. 1
June 12	E. A. Perry.....	No. 72, 5th div.....	2,200	No. 2, 3rd div.....	2,500	Dec. 1
Aug. 11	E. O. Stratton.....	No. 75, 5th div.....	2,000	No. 72, 5th div.....	2,200	Dec. 1
Sept. 19	A. Comstock.....	No. 24, 7th div.....	1,400	No. 31, 8th div.....	1,600	Dec. 1
Sept. 23	A. Nelson.....	No. 21, 8th div.....	1,200	No. 24, 7th div.....	1,400	Dec. 1
Dec. 15	W. H. Mason.....	No. 34, 1st div.....	1,400	No. 31, 8th div.....	1,600	Dec. 1
Dec. 15	G. W. McDowell..	No. 54, 3rd div.....	1,200	No. 31, 1st div.....	1,400	Dec. 1
Dec. 15	A. Comstock.....	No. 31, 8th div.....	1,600	No. 75, 5th div.....	2,000	Dec. 2

* Papers sent.

EXHIBIT B.

BOARD OF CIVIL-SERVICE EXAMINERS,

Port of New York, December 3, 1886.

GENTLEMEN: The results of the markings of papers of the late examinations for promotion has shown such a large disproportion of eligibles that this board, by resolution adopted at the meeting held this day, requests authority to reduce the minimum of eligibility on these papers from 75 to 70 per cent. ; the former rate being that established under the so-called "Hayes rules." In order to secure the attendance of two classes each day, the time was limited for each class to three hours. The board is convinced that the competitors suffered disadvantage on this account, and that a reduction of the minimum would offer some equitable compensation.

Respectfully,

JOHN M. WYATT,
Secretary.

The UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

EXHIBIT C.

BOARD OF CIVIL-SERVICE EXAMINERS,

Port of New York, October 30, 1886.

GENTLEMEN: * * * As, by request of the collector, the commission made entrance into these examinations compulsory upon all clerks in the first, second, and third classes; and as the collector desires to avail himself of the information in regard to his subordinates, which is afforded thereby, the examiners respectfully suggest that the entire result be submitted to the collector, and that the certificates furnished him shall contain the whole eligible list of each grade.

By order of examiners assigned to conduct of promotion of examinations.

Very respectfully,

JOHN M. COMSTOCK,

CIVIL-SERVICE COMMISSION,
Washington, D. C.

[EXHIBIT 2.]

REPLY TO SENATE RESOLUTION

Of July 22, 1886, in regard to the civil-service rules and regulations, and action thereunder.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., December 1, 1886.

SIR: The United States Civil-Service Commission has the honor to acknowledge the receipt of the following resolution, agreed to in the senate on July 22 last:

Resolved, That the commissioners of the civil-service be, and they hereby are, directed to send to the senate, as soon as may be, a copy of the civil-service rules and regulations, both general and special, as they were in force on the 4th day of March, A. D. 1885; and also copies of all changes and modifications thereof, both general and special, made since said date; and also copies of any and all special orders or general orders made by any authority in reference thereto, or action thereunder, since said date.

Resolved further, That said commissioners send to the senate any and all information in their possession touching any and all alleged or supposed violations of any of said rules and regulations.

I.

The commission is directed by this resolution to send to the senate a copy of the civil-service rules and regulations, both general and special, as they were in force on the 4th day of March, A. D. 1885. In compliance with this direction, a copy of the civil-service rules and regulations, both general and special, as they were in force on the 4th day of March, A. D. 1885, is herewith sent to the senate, as follows:

AMENDED CIVIL-SERVICE RULES. IN FORCE MARCH 4, 1885.

In the exercise of the power vested in the President by the Constitution, and by virtue of the 1753d section of the Revised Statutes, and of the civil-service act approved January 16, 1883, the following rules for the regulation and improvement of the executive civil-service are hereby amended and promulgated:

RULE I.

No person in said service shall use his official authority or influence either to coerce the political action of any person or body or to interfere with any election.

RULE II.

No person in the public service shall for that reason be under any obligation to contribute to any political fund, or to render any political service, and he will not be removed or otherwise prejudiced for refusing to do so.

RULE III.

It shall be the duty of collectors, postmasters, assistant treasurers, naval officers, surveyors, appraisers, and custodians of public buildings at places where examinations are to be held, to allow and arrange for the reasonable use of suitable rooms in

buildings in their charge, and for heating, lighting, and furnishing the the purposes of such examinations; and all other executive officers shall in and proper ways facilitate such examinations and the execution of these

RULE IV.

officials connected with any office where, or for which, any examination is made, will give the Civil-Service Commission, and the chief examiner, such information as may be reasonably required to enable the commission to select competent and trustworthy examiners; and the examinations by those selected as examiners of the work incident thereto, will be regarded as a part of the public business transacted at such office.

It shall be the duty of every executive officer promptly to inform the commission, of the removal or discharge from the public service of any examiner, or of the inability or refusal of any such examiner to act in that capacity.

RULE V.

There shall be three branches of the service, classified under the civil-service act as follows: laborers or workmen, or officers required to be confirmed by the Senate.

Those classified in the departments at Washington shall be designated "The departmental service."

Those classified under any collector, naval officer, surveyor, or appraiser in any district, shall be designated "The classified customs service."

Those classified under any postmaster at any postoffice, including that at Washington, shall be designated "The classified postal service."

The classified customs service shall embrace the several customs districts where there are as many as fifty, now the following: New York City, N. Y.; Boston, Philadelphia, Pa.; San Francisco, Cal.; Baltimore, Md.; New Orleans, La.; Chicago, Ill.; Burlington, Vt.; Portland, Me.; Detroit, Mich.; Port Huron, Mich.

The classified postal service shall embrace the several postoffices where there are as many as fifty, now the following: Albany, N. Y.; Baltimore, Md.; Boston, N. Y.; Brooklyn, N. Y.; Buffalo, N. Y.; Chicago, Ill.; Cincinnati, Ohio; Cleveland, Ohio; Detroit, Mich.; Indianapolis, Ind.; Jersey City, N. J.; Kansas City, Mo.; Louisville, Ky.; Milwaukee, Wis.; Minneapolis, Minn.; Newark, N. J.; New Haven, Conn.; New Orleans, La.; New York City, N. Y.; Philadelphia, Pa.; Pittsburgh, Pa.; Providence, R. I.; Rochester, N. Y.; Saint Louis, Mo.; Saint Paul, Minn.; San Francisco, Cal.; Washington, D. C.

Nothing herein shall be construed to mean that the clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, in any customs district, shall be as many as fifty, any existing classification for the customs service shall apply thereto, and when the number of clerks and persons employed at any postoffice shall be as many as fifty, any existing classification of those in the postal service shall apply thereto; and thereafter the commission will provide for examinations to fill the vacancies at said offices, and the rules will be applicable thereto.

RULE VI.

There shall be open, competitive examinations for testing the fitness of applicants for admission to the service. Such examinations shall be practical in their character, and, so far as may be, shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the service which they seek to enter.

There shall, so far as they may be deemed useful, be competitive examinations of a special character to test the fitness of persons for promotion in the service.

RULE VII.

The general examinations under the first clause of Rule VI for admission to the service shall be limited to the following subjects: 1st. Orthography, penmanship, and

2d. Arithmetic—fundamental rules, fractions, and percentage. 3d. Interests, and elements of book-keeping and of accounts. 4th. Elements of the English language, letter-writing, and the proper construction of sentences. 5th. Elements of the geography, history, and government of the United States.

The deficiency in any subject upon which an examination shall be held shall be made up by grading the standing of the persons examined in proportion to the value

of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

3. No one shall be entitled to be certified for appointment whose standing upon just grading in the general examination shall be less than sixty-five per centum complete proficiency in the first three subjects mentioned in this rule, and that measure of proficiency shall be deemed adequate.

4. For places in which a lower degree of education will suffice, the commission may limit the examinations to less than the five subjects above mentioned; but no person shall be certified for appointment, under this clause, whose grading shall be less than an average of sixty-five per centum on such of the first three subjects or parts thereof as the examination may embrace.

5. The commission may also order examinations upon other subjects of a technical or special character, to test the capacity which may be needed in any part of the classified service which requires peculiar information or skill. Examinations ordered under this rule may be competitive or non-competitive, and the maximum limitations contained in the twelfth rule shall not apply to applicants for the same. The notification for, and notice of, these special examinations, the records thereof and the certification of those found competent shall be such as the commission may provide. After consulting the head of any department or office, the commission may from time to time designate, subject to the approval of the President, the positions therefor which applicants may be required to pass this special examination.

RULE VIII.

No question in any examination, or proceeding by, or under, the commission or its examiners, shall call for the expression or disclosure of any political or religious opinion or affiliation, and if such opinion or affiliation be known, no discrimination shall be made by reason thereof by the examiners, the commission, or the appointing power. The commission and its examiners shall discountenance all disclosure before either of them, of such opinion by or concerning any applicant for examination or by or concerning any one whose name is on any register awaiting appointment.

RULE IX.

All regular applications for the competitive examinations for admission to the classified service must be made on blanks in a form approved by the commission. Applications for such blanks, and all applications for examination, must be addressed as follows: 1. If for the classified departmental service, to the U. S. Civil-Service Commission, Washington, D. C. 2. If for the classified postal service, to the postmaster under whom service is sought. 3. If for the classified customs service, to the collector of either customs office in which service is sought. All officers receiving such applications will indorse thereon the date of the reception thereof and transmit them to the proper examining board of the district or office where service is sought, or, if sent to Washington, to the Civil-Service Commission.

RULE X.

Every examining board shall keep such records and such papers on file, and make such reports as the commission shall require; any such paper or record in the possession of any examining board or any officer shall at all times be open to examination by the commission, and upon its request shall be forwarded to the commission for inspection and revision.

RULE XI.

1. Every application, in order to entitle the applicant to appear for examination to be examined, must state, under oath, the facts on the following subjects: 1. Name, residence, and postoffice address. 2. Citizenship. 3. Age. 4. Place of

5. Health and physical capacity for the public service. 6. Right of preference on account of military or naval service. 7. Previous employment in the public service. 8. Business or employment and residence for the previous five years. 9. Education. Such other information shall be furnished as the commission may reasonably require touching the applicant's fitness for the public service. The applicant must also state the number of members of his family in the public service, and where employed must also assert that he is not disqualified under section 8 of the civil-service law, which is as follows: "That no person habitually using intoxicating beverages in excess shall be appointed to or retained in any office, appointment, or employment."

which the provisions of this act are applicable." No person dismissed from the public service for misconduct shall be admitted to examination within two years thereafter.

2. No person under enlistment in the Army or Navy of the United States shall be examined under these rules, except for some place in the department under which he is enlisted requiring special qualifications, and with the consent in writing of the head of such department.

3. The commission may by regulations, subject to change at any time by the President, declare the kind and measure of ill-health, physical incapacity, misrepresentation and bad faith which may properly exclude any person from the right of examination, grading, or certification under these rules. It may also provide for medical certificates of physical capacity in the proper cases; and for the appropriate certification of persons so defective in sight, speech, hearing or otherwise, as to be, apparently, disqualified for some of the duties of the part of the service which they seek to enter.

RULE XII.

1. Every regular application must be supported by proper certificates of good moral character, health, and physical and mental capacity for doing the public work, the certificates to be in such form and number as the regulations of the commission shall provide; but no certificate will be received which is inconsistent with the tenth section of the civil-service act.

2. No one shall be entitled to be examined for admission to the classified postal service if under sixteen or over thirty-five years of age, excepting messengers, stampers, and other junior assistants who must not be under fourteen years of age; or to the classified customs service, or to the classified departmental service, if under eighteen or over forty-five years of age; but no one shall be examined for appointment to any place in the classified customs service except that of clerk or messenger who is under twenty-one years of age; but the limitations of age shall not apply to persons honorably discharged from the military or naval service of the country, who are otherwise duly qualified.

RULE XIII.

1. The date of the reception of all regular applications for the classified departmental service shall be entered of record by the commission, and of all other regular applications by the proper examining boards of the district or office for which they are made; and applicants when in excess of the number that can be examined at a single examination shall, subject to the needs of apportionment, be notified to appear in their order on the respective records. But any applicants in the several states and territories for appointment in the classified department service may be notified to appear for examination at any place at which an examination is to be held, whether in any state or territory or in Washington, which shall be deemed most convenient for them.

2. The commission is authorized, in aid of the apportionment among the states and territories, to hold examinations at places convenient for applicants from different states and territories, or for those examination districts which it may designate and which the President shall approve.

3. The commission may, by regulation, provide for dropping from any record the applicants whose names have remained thereon for six months or more without having been reached in due course for notification to be examined.

RULE XIV.

Those examined shall be graded, and shall have their grade marked upon a register after those previously thereon, in the order of their excellence as shown by their examination papers, except that those from the same state and territory may be entered upon the register together, in the order of relative excellence, to facilitate apportionment. Separate registers may be kept of those seeking to enter any part of the service in which special qualifications are required.

RULE XV.

The commission may give a certificate to any person examined, stating the grade which such person attained, and the proficiency in the several subjects, shown by the markings.

RULE XVI.

1. Whenever any officer having the power of appointment or employment shall so request, there shall be certified to him, by the commission or the proper examining

board, four names for the vacancy specified, to be taken from those graded on the proper register of those in his branch of the service and remaining, regard being had to any right of preference and to the apportionment of appointments to states and territories; and from the said four a selection shall be made for the vacancy. But if a person is on both a general and special register he shall be certified from the former only, at the discretion of the commission, until he has remained two months upon the latter.

2. These certifications for the service at Washington shall be made in such proportion, as nearly as may be practicable, the original appointments among the states and territories and the District of Columbia, upon the population as ascertained at the last preceding census.

3. In case the request for any such certification or any law or regulation requires for those of either sex, persons of that sex shall be certified, otherwise sex shall be disregarded in such certification.

4. No person upon any register shall be certified more than four times to any office in the customs or postal service, or more than three times to any department at Washington, unless upon request of the appointing officer; nor shall any person remain eligible more than one year upon any register except as may be provided by regulation; but these restrictions shall not extend to examination under rule 7. No person while remaining eligible on any register shall be admitted to a new examination, and no person having failed upon any examination shall within six months thereafter be admitted to another examination without the consent of the commission.

5. Any person appointed to or employed in any part of the classified service shall be dismissed or separated therefrom without fault or delinquency on his part, and may be re-appointed or re-employed in the same part or grade of such service in the same department or office, within one year next following such dismissal or separation, without further examination, on such certification as the commission may provide.

RULE XVII.

1. Every original appointment or employment in said classified service shall be for a probationary period of six months, at the end of which time, if the conduct and capacity of the person appointed have been found satisfactory, the probationer shall be absolutely appointed or employed, but otherwise he shall be deemed out of the service.

2. Every officer under whom any probationer shall serve during any part of his probation provided for by these rules shall carefully observe the quality and quantity of the service rendered by such probationer, and shall report to the proper appointing officer, in writing, the facts observed by him, showing the character and conditions of such probationer, and of the service performed by him; and such report shall be preserved on file.

3. Every false statement knowingly made by any person in his application for appointment, and every connivance by him at any false statement made in an application, and every deception or fraud practiced by him or by any person in his behalf and with his knowledge to influence his appointment, certification, or appointment shall be regarded as good cause for the rejection or discharge of such person during his probation or thereafter.

RULE XVIII.

Every head of a department or office shall notify the commission of the appointment of every person appointed to, or employed in, the classified service under him (stating the date of the appointment and the designation of the office or place) from the time he is examined under the commission; and shall also inform the commission of the rejection or final appointment or employment of any probationer, and of the promotion, removal, discharge, resignation, transfer, or death of any such person during his probation. Every head of any office in the postal or customs service shall give the same information on these subjects to the board of examiners for his office as the regulations of the commission may provide for.

RULE XIX.

There are excepted from examination the following: 1. The confidential secretary of any head of a department or office. 2. Cashiers of collectors, clerks of postmasters. 4. Superintendents of money-order divisions in post-offices. The direct custodians of money for whose fidelity another officer is under obligation, and disbursing officers having the custody of money who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier.

6. Persons employed exclusively in the secret service of the Government, or as translators or interpreters, or stenographers. 7. Persons whose employment is exclusively professional. 8. Chief clerks, deputy collectors, and superintendents, or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place, without an examination under the commission. Promotions may be made without examination in offices where examinations for promotions are not now held, until rules on the subject shall be promulgated.

RULE XX.

If the failure of competent persons to attend and be examined, or the prevalence of contagious disease or other sufficient cause, shall make it impracticable to supply in due season for any appointment the names of persons who have passed a competitive examination, the appointment may be made of a person who has passed a non-competitive examination, which examination the commission may provide for; but its next report shall give the reason for such resort to non-competitive examination.

RULE XXI.

1. No person, unless excepted under Rule 19, shall be admitted into the classified civil-service, from any place not within said service, without an examination and certification under the rules; nor shall any person who has passed only a limited examination under clause 4 of Rule 7, for the lower classes or grades in the departmental or customs service, be appointed, or be promoted within two years after appointment, to any position giving a salary of \$1,000, or upwards, without first passing an examination under clause 1 of said rule, and such examination shall not be allowed within the first year after appointment.

2. But a person who has passed the examination under said clause 1, and has accepted a position giving a salary of \$900 or less, shall have the same right of promotion as if originally appointed to a position giving a salary of \$1,000 or more.

3. The commission may at any time certify for a \$900 or any lower place in the classified service any person upon the register who has passed the examination under clause 1 of Rule 7, if such person does not object before such certification is made.

RULE XXII.

Any person who has been in the classified departmental service for one year or more immediately previous, may, when the needs of the service require it, be transferred or appointed to any other place therein upon producing a certificate from the Civil-Service Commission that such person has passed at the required grade one or more examinations, which are together equal to that necessary for original entrance to the place which would be secured by the transfer or appointment.

RULE XXIII.

The Civil-Service Commission will make appropriate regulations for carrying these rules into effect.

RULE XXIV.

Every violation, by any officer in the executive civil-service, of these rules, or of the 11th, 12th, 13th, or 14th section of the civil-service act, relating to political assessments, shall be good cause for removal.

SPECIAL RULE No. 1.

Any person who was employed on or before the 16th day of January, 1883, in any executive department at Washington in a position not included in the classified service in said department, but who was at that date exclusively engaged in the duties of a clerk or copyist, and who has since been continuously so engaged, may, in the discretion of the head of the department, be treated as within the classified service in the department, in a grade corresponding to such duties; provided such person has either already passed an examination under the civil-service rules, or shall pass an appropriate competitive or non-competitive examination thereunder, at a grade of sixty-five per cent. or upwards.

Approved June 12, 1884

SPECIAL RULE No. 2.

The names of all persons who shall have successfully passed their examination under the civil-service rules previous to July 16, 1884, may remain on the register of persons eligible for appointment two years from the date of their respective registrations, unless sooner appointed.

Approved July 18, 1884.

SPECIAL RULE No. 3.

Appointments to the 150 places in the pension office provided to be filled by the act of July 7, 1884, except so far as they may be filled by promotions, must be separately apportioned by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly and the residence and the qualifications of the applicants will permit.

Approved July 22, 1884.

REGULATIONS IN FORCE MARCH 4, 1885.

The United States Civil-Service Commission, acting under the authority of the civil-service act of January 16, 1883, and the rules promulgated by the President, makes the following regulations:

CHIEF EXAMINER.

1. The chief examiner shall, as far as practicable, except when otherwise directed by the commission, attend the examinations held by the several boards of examiners. He shall take care to secure accuracy, uniformity, and justice in all their proceedings, which shall at all times be open to him; but leaving the duty of the examiners, in marking and grading those examined, unimpaired. The commission will, in its discretion, designate one of its own members, or request the detail of a suitable person to supervise examinations whenever deemed needful.

2. He shall prepare and submit to the approval of the commission proper forms and questions. He shall take care that the rules and regulations are complied with, and bring every case of injustice and irregularity observed by him to the attention of the commission. He shall take such part as the commission shall assign him in the work at Washington. It shall be his duty to confer, from time to time, with the heads of the postal and customs offices which he officially visits concerning the regularity, sufficiency, and convenience of the examinations for the service under them.

SECRETARY.

3. The secretary shall keep the minutes of the proceedings of the commission and have charge of and be responsible for the safe-keeping of the books, records, papers, and other property in its office. He shall make the proper certification of those eligible for the departmental service. He shall generally conduct the correspondence of the commission and perform such other appropriate duties as it may assign to him.

BOARDS OF EXAMINERS.

4. The general board of examiners for the departmental service shall consist of three persons from the Treasury Department, two from the War Department, one from the Navy Department, two from the Postoffice Department, two from the Interior Department, one from the Department of Justice, one from the Department of Agriculture, and such other members as the commission may designate. But any three members may be designated by the commission to constitute the acting examining board for any examination.

The secretary of the board of examiners for the departmental service shall keep a record of its proceedings and have charge of its papers.

5. In the case of examinations to be held at other places than those having the classified service the commission will designate an examining board for that purpose.

6. For each postoffice the board of examiners shall consist of three persons.

7. The general board of examiners for each customs district shall consist of two or more persons selected from the office of the collector, and one from each of the other customs offices which are subject to the rules; but if there be no office subject thereto except that of the collector, the three shall be selected from his office.

8. Three examiners may serve as a board for conducting any examination; and the examiners for any customs district will determine which three shall hold any examination, taking care that, if an examination is wholly or mainly for any office, one or more of the examiners from that office shall be on the acting board. In case of a failure or disagreement as to which three shall be the board for any examination the commission or chief examiner shall designate the local examiners who shall serve. In case of the disability or necessary absence of one of the three examiners selected the other two may conduct the examination.

DUTIES OF EXAMINING BOARDS.

9. Each examining board in the postal and customs service shall select one of its members to serve as secretary, and it shall be his duty to keep a complete record of the proceedings of the board and of all examinations held. He shall also keep the record of applicants and examinations, and the register of persons eligible for appointment, and all other records required. He shall have charge of all books and papers belonging to the board and shall be responsible for their safe-keeping. On application of the proper appointing officer he shall certify to such officer, in conformity to the rules, the names of the four persons of highest grade remaining on the register. He shall also answer all proper requests for application blanks, and send due notifications to applicants to be examined, and shall give all other notices required to be given by the board.

10. Neither the commissioner nor any examiners or other persons serving under them shall attempt to control or influence, in any manner, appointments, removals, or promotions; nor can they receive, retain, or transmit to appointing officers any letters of request, certificates, or recommendations other than those provided in the application paper; and all such unauthorized letters, certificates, and recommendations must be returned at once to the person offering or sending them.

11. Care must be taken by the examiners not to allow such visitors as they may admit, nor any conversation or other cause, to obstruct or distract those being examined.

12. Examiners must not disclose for public information, unless by consent, the names of those examined, or the grade they obtain. The relative standing of persons on the registers of eligibles must not be disclosed to any person without the consent of the commission, as such disclosure may work a defeat of the purpose of the law in excluding influence, and in securing the appointment of the most worthy.

13. The board of examiners for each office or district must promptly notify the commission of the need of holding an examination in and for such office or district, and may appoint the time for the same, but subject to any change the commission may find it necessary to make for the more convenient and effective discharge of its duty to see that the examinations are accurate, uniform, and just. The notice must state under which clause or clauses of rule 7 the applicants are to be examined, and must, when practicable, be given at least twenty days before the time appointed therein for the examinations.

DUTIES OF HEADS OF OFFICES.

14. The head of each postoffice and of each customs office, to which the rules are applicable, should inform the local board of examiners of probable vacancies, that examinations for filling them may be held in due season, and (as contemplated by rule 18), should promptly inform the board of examiners for his office of the name of every person refusing an appointment or employment, or who shall be appointed to or employed in the classified service under him (giving the date of the appointment and the designation of the office or place), and of the name of every person rejected or finally appointed or employed after probation, including the date thereof, and of the promotion, removal, discharge, resignation, transfer, or death of every such person.

15. Whenever any officer in the customs or postal service to whom a certification has been made shall object in writing to any person in such certification because of ill-health or physical incapacity, specifying the same, the person so objected to shall furnish such officer, within a reasonable time, not exceeding three days from time of notice of such objection, a certificate of the nearest medical officer of the revenue marine or marine hospital service, or other physician approved by the secretary of the board of examiners, declaring him physically competent for the position sought; in the case of failure to furnish such certificate another name shall be substituted in the certification. Such certification shall count as one of the four due such person. All such cases shall be reported promptly to the commission.

16. The secretary of the board of examiners must sign and deliver to the applicant objected to the appropriate blank form, addressed to the proper medical officer or selected physician, for such applicant to take to that officer for the purpose of procuring the required certificate.

EXAMINATIONS.

17. Notices in writing should be mailed to applicants for examination in the post and customs service at least eight days before the examination, and they shall clearly specify the place and the time, including the hour, of holding the same.

18. All competitive examinations for admission to the civil-service shall be in writing, except that tests of physical qualities or expertness may be added as the commission shall approve.

19. The examination sheets will commonly be given out in the order of their numbers; each, after the first, being given only when the applicant shall return to the examiners the last sheet taken by him. In case of the accidental spoiling of a sheet a duplicate may be given in its place.

20. Not more than ten questions shall be given in any subject, except in special examinations. Care shall be taken that the time allotted for the examination shall be reasonably sufficient for answering the questions.

In general no competitive examination should occupy more than five hours, except in the case of special examinations.

21. The examination papers of each applicant shall be marked only with a number, and his name with his number shall be placed in a sealed envelope, which shall be opened until after his papers are marked.

POSTAL EXAMINATIONS.

22. The examinations for clerks in the postal service shall embrace suitable questions in the *first, second, fourth, and fifth* subjects mentioned in clause 1, rule 7.

The examinations for *carriers* shall embrace suitable questions in the *first and second* subjects, and in the *geography* of the *fifth*.

Examinations for *porters, pilers, stamp boys, or junior clerks, and messengers*, or other *employés* whose work is chiefly manual, may be limited to the *first and second* subjects including only the four elementary rules of arithmetic.

CUSTOMS EXAMINATIONS.

23. The examinations for clerks, including store-keepers, in the customs service shall embrace the five subjects mentioned in clause 1, rule 7.

Examinations for inspectors shall embrace suitable questions in the *first, second, fourth, and geography* of the *fifth* subjects.

Examinations for night inspectors and messengers may be limited to the *first and second* subjects.

Examinations for weighers and gaugers shall embrace the *first and second* subjects and such additional practical and theoretical questions and tests as the commission may direct.

Examinations for examiners may embrace the *first, second, and fourth* subjects, such supplementary technical subjects as may be needed in each case.

Special supplementary boards of examiners will be designated by the commission when needed, and the general regulations for supplementary departmental examinations shall apply.

FRAUDS AND MISCONDUCT.

24. Every examiner will exercise all due diligence to secure fairness, and to prevent all collusion or fraud in the examinations.

In case the board of examiners shall find that any applicant has made material representations of facts for the purpose of securing an examination or preference has been guilty of bad faith or fraud, either during an examination or in order to cause advantage or prejudice to any applicant, and also in case *prima facie* evidence shall be presented to the board of examiners, that any person on a record is, by reason of criminal or infamous conduct, not a fit person to be examined or marked, or, on a register, to be certified, it will be the duty of the board to report upon the matter fully and promptly to the commission, and the marking, grading, or certification of such person may be suspended pending the action of the commission upon the report.

25. Upon such report to the commission, or such evidence otherwise appearing before it, the commission will make the proper investigation and give appropriate action to the board of examiners.

26. In case a person upon any register shall, by reason of ill health or physical incapacity, become manifestly disqualified for the service for which he or she is entered, the commission may direct that such person be not certified; and the commission must be promptly informed by the proper examining boards in each case of disqualification.

The commission will promptly hear any explanation or objection which the applicant affected by such suspension or refusal of an examination, marking, or certification may wish to present, and will facilitate any appropriate appeal he or she may

CERTIFICATION OF PERSONS DEFECTIVE IN SIGHT, SPEECH, ETC.

A person so defective in sight, speech, hearing, or otherwise as to be apparently disqualified for some of the duties of the part of the service which he or she seeks to perform may, after their names have been reached on the register, be placed on certification from time to time in addition to the proper number of names thereon in the course; the nature of the defects to be plainly noted on the certification.

MARKING AND GRADING.

The examination papers shall, so far as practicable, be reviewed separately by the examiner who takes part in the marking, and in case of disagreement the majority of the markings, to be made on the papers by all, shall be the final marking on each question, subject to the regulation as to revision.

To determine the standing of the applicant in any subject, credit each answer in proportion to its completeness and accuracy according to regulations prescribed for each subject; the perfect answer being credited 100. Divide the sum of the credits by the number of questions upon the subject; the quotient will be applicant's standing in that subject.

To determine whether any applicant has reached an average standing of 65 per centum in the first two or the first three subjects, add the figures marking the applicant's standing in each; divide their sum by the number of the subjects, and the quotient will be the average standing therein.

No applicant is entitled to go upon the register of those eligible for appointment whose average standing upon the first three subjects, or such parts thereof as were covered by the examination, is below 65 per centum; therefore, when the markings have been carried so far as to show such average standing to be below 65 per centum, they should not be carried farther. If the examination includes no part of the fourth or fifth subject, such average standing will be the general average to be entered on the register.

The following example illustrates these directions:

First subject.	Credit to each question.	Second subject.	Credit to each question.	Third subject.	Credit to each question.	Fourth subject.	Credit to each question.	Fifth subject.	Credit to each question.
Question 1..	80	Question 1..	40	Question 1..	70	Question 1..	60	Question 1..	60
Question 2..	45	Question 2..	90	Question 2..	45	Question 2..	50	Question 2..	90
Question 3..	71	Question 3..	74	Question 3..	90	Question 3..	35	Question 3..	80
Question 4..	50	Question 4..	56	Question 4..	85	Question 4..	90	.....	.....
Question 5..	65	.....	.....	Question 5..	100	Question 5..	100	.....	.....
	311		260		390		335		230
	5		4		5		5		3
	62.2		65		78		67		76.66

the grade at which the applicant in this case will go upon the register is, there-

$$62.2 + 65 + 78 + 67 + 76.66 = 348.86 \quad \frac{348.86}{5} = 69.77, \text{ general average.}$$

To whatever number of subjects the examination may extend, the general average will be ascertained by dividing the sum of the standings in each of the subjects by the number of subjects.

Every example, though it be a case of dictation or copying, is regarded as a subject under these regulations, and, although only a portion of the topics included in subject under rule 7 is embraced in the examination, it will, for the purpose of marking, be treated as a subject.

COMPLAINTS AND APPEALS.

35. Complaints which show injustice or unfairness on the part of any examining board, or any one acting under the commission, will be considered by the commission, and if necessary it will revise the marking and grading on the papers, or order a new examination, or otherwise do justice in the premises.

In case any action of the commission is desired, the complaint or appeal must specify particularly the matter complained of.

NON-COMPETITIVE EXAMINATIONS UNDER RULE 20.

36. In case the necessity shall exist at any office or department for holding a non-competitive examination under rule 20, the following conditions shall be observed.

The commission shall be immediately notified of such necessity and of the grounds thereof, showing that it is impracticable to supply in due season for any appointment the names of persons who have passed a competitive examination, by reason of the failure of competent persons to attend and be examined, or the prevalence of contagious disease, or other sufficient cause.

37. If the commission shall not disapprove the holding of a non-competitive examination, the secretary of the commission at Washington, or of the examining board for any postoffice or customs district, shall notify for such examinations any person whose names may be on the record as applicants for places analogous to those to be filled, and when the exigency of time may allow to be notified, not less in number than the vacancies and places to be provided for.

38. If the number of applicants on the record be insufficient to furnish such supply then the examining board, or in its absence the secretary, may notify other suitable persons, nominated by said board or secretary, upon consultation with the head of the office, who, taken together with said regular applicants notified, shall, if practicable, be not less in number than four to each place to be filled. The persons selected for appointment or employment shall be required to make oath to the proper application paper before entering upon their official duties.

39. The non-competitive examination shall conform as nearly as practicable, in subjects, questions, and marking, to the competitive examinations of the same grade but no person shall be appointed under such non-competitive examination whose average standing upon the first three subjects, clause 1, rule 7, or such parts thereof as may be used, is less than 65 per centum: *Provided*, There are those who pass at or above that grade from whom the places can be filled.

40. The names of all the persons passing the examination shall be certified to the proper officer, and the existing vacancies shall be filled therefrom; but no person by reason of such non-competitive examination shall be appointed at any other time than during such exigency or to any other vacancy or place.

41. A record shall be kept by the local examining board, and by the secretary of the commission at Washington, of the persons thus notified, examined, and appointed or employed, and copies of notices and the examination papers shall be preserved and said board shall, after each such examination and appointment, make full report to the Civil-Service Commission of all the facts.

In case a majority of the commission may not be present when an examination hereunder may need to be held at Washington, the same may be conducted under the charge of the chief examiner and any two members of the board of examiners.

SPECIAL EXAMINATIONS.

42. Special boards of examiners for special examinations under clause 5, rule 7 for the departmental service, shall be constituted as follows: a board of five members for the patent office, and boards of three members each for the State Department, the pension office, the signal office, and the geological survey. Each special board shall mark all the papers of applicants examined for its part of the service and shall be subject to the regulations prescribed by the commission for the general examining boards as far as they are applicable.

43. Applications for any special examination must be made in the form prescribed by the Commission, and must be accompanied by certificates as required in the case of ordinary applications. The minimum limitations of age shall be the same as those prescribed by Rule 12 for the several branches of the service, but no maximum limitations shall be required except such as the commission may from time to time prescribe.

44. Whenever a special examination is to be held, notice in writing, specifying the time and place of the examination, shall be sent to a suitable number of the applicants, in the order of their application for the same, in time to allow their attendance.

Each special examination shall include the subjects, both obligatory and optional, approved by the commission therefor, and no applicant shall be entered upon the special register of eligibles whose general average upon the obligatory subjects is less than 65 per centum. Each optional subject shall be marked by itself, and entered separately upon the register.

A special record of applicants and a special register of eligibles shall be kept in each part of the service or office requiring special examinations; and when the vacancy or the proper examining board shall be notified by the appointing officer of a vacancy in such office, certification shall be made to him of the names of the four graded highest on the special register of eligibles for the same, or of a different number when good reasons, approved by the commission, may require; and a person may be certified more than twice to the same department or office from a special examination, when the commission shall so direct. In case the notice of vacancy shall include a request for persons having a knowledge of one or more of the optional subjects, certification may be made of those graded highest in the subject or subjects listed.

In case any person whose name stands on both a general and a special register is appointed from the former, the commission may, in its discretion, retain him and certify him for appointment from the latter.

Applicants on the general record, and persons on the general register of eligibles whose application papers claim the special knowledge required, may be notified, and if they appear shall be examined, as if special applicants; but no person so examined shall forfeit his right to the general examinations, or lose his place on any list of eligibles by reason of his special examination.

In case that competent special applicants do not apply, or do not appear for a competitive examination after suitable notice, a non-competitive examination may be held in as near conformity as may be to the regulations provided for other non-competitive examinations for admission to the service.

SUPPLEMENTARY EXAMINATIONS.

Special supplementary examinations in subjects not enumerated in clause I, of which a knowledge is required in the public service, will be held in addition to the general and limited examinations for the departmental service, and when an applicant claims such knowledge the applicant may, without further application, be admitted to any such examination.

Each applicant who has passed the examination in any supplementary subject shall be placed upon the proper special supplementary register, provided such applicant has obtained the required grade in the general or limited examination, and may be placed upon the general register according to standing in the general subjects respectively, if otherwise eligible.

Whenever any request for a certification shall require persons acquainted with one or more of these special subjects, four persons standing highest on the special supplementary register in the subjects named, or a different number, as may be ordered, shall be certified; but no person shall be certified as a law clerk who shall not have passed the general examination under clause 1, Rule VII.

Special boards of examiners for supplementary examinations for the departmental service shall be constituted as follows: A board of seven persons for the examination in German, Spanish, Italian, and Scandinavian languages; a board of three persons for each of the following subjects: Law, medical science, draughting, stenography (including type-writing), telegraphy, and book-keeping.

TRANSFERS.

No person shall be certified for a transfer under Rule 22, except on request of the head of the department to which the transfer is to be made, specifying the vacancy to be filled by such transfer.

A person to be transferred must furnish to the commission the proof of his having been in the classified departmental service one year or more, immediately preceding, and, if he has not already passed the required examination, must pass at the examination an average of 65 or over, a non-competitive examination equivalent to that required for admission to the place, or such parts of said examination as he has not previously taken.

II.

In the first resolution the commission is also directed to send to the senate copies of all changes and modifications of the civil-service rules and regulations, both general and special, made since the 4th day of March, A. D. 1885.

Complying with this direction, the following statement is given of all the changes and modifications of the rules and regulations since the date mentioned in the resolution. To make apparent the change and modification made by each amendment, the words struck out by the amendment are put in *italics within brackets*, and the words inserted or added, or substituted for words struck out, are put in **SMALL CAPITALS**.

On March 4th, 1835, the membership of the United States Civil-Service Commission was as follows: Dorman B. Eaton, of New York; John M. Gregory, of Illinois; Leroy D. Thoman, of Ohio. The membership of the commission remained unchanged until November, 1835.

On March 17, 1835, Regulation 52 was amended as follows:

52. Whenever any request for a certification shall require persons acquainted with either of these special subjects, four persons standing highest on the special supplementary register in the subjects named, or a different number, as may be ordered, shall be certified; [*but no person shall be certified as a law clerk who shall not have passed the general examination under clause 1, Rule 7.*]

By Regulation 53 the examination for law clerks was made a supplementary examination, and the clause of Regulation 52 that no person could be certified as a law clerk who had not passed the general examination under clause 1 of Rule VII,* made the law-clerk examination supplementary to what is known as the general examination. Clause 4 of Rule VII provides that for places in which a lower degree of education will suffice than that required by the examination under clause 1 of this rule the commission may limit the examinations to less than the five subjects set forth in clause 1. This is called the limited examination.† By striking out the words within brackets in Regulation 53 as set forth above, the law-clerk examination was made an examination supplementary to the limited as well as to the general examination.

On the same day the commission voted to advise the President to amend Rule XXII as follows:

RULE XXII.

Any person who has been in the classified departmental service for one year or more immediately previous, may, when the needs of the service require it, be transferred or appointed to any other place therein upon producing a certificate from the Civil-Service Commission that such person has passed at the required grade ~~one or more~~

* Clause 1 of Rule 7 is as follows:

"The general examinations under the first clause of Rule VI, for admission to the service shall be limited to the following subjects: (1) Orthography, penmanship, and copying. (2) Arithmetic, fundamental rules, fractions, and percentage. (3) Interest, discount, and elements of book-keeping and of accounts. (4) Elements of the English language, letter-writing, and the proper construction of sentences. (5) Elements of the geography, history, and government of the United States."

The general examination is for admission to places having salaries from \$1,000 to \$1,800, or over, requiring no technical knowledge or special skill; but the commission may certify for a \$900 or lower place any person who has passed the general examination and does not object to such certification.

† The limited examination prepared by the commission for the departmental service embraces the following subjects: (1) Orthography, penmanship, and copying; (2) Arithmetic, fundamental rules and fractions; (3) Letter-writing.

The limited examinations prepared by the commission for the customs service and postal service is confined to fewer subjects than the departmental limited examination. [See Regulations 22 and 23, *ante*.] Persons passing this examination only, are certified to places of \$900 or less; and without passing the general examination they are not eligible for promotion, in either the departmental or customs service, to places above \$900, until they have served two years, and the general examination is not allowed until after service of one year. [See Rule XXI, clause 1, amended civil-service rules, *ante*.] But persons who in addition to the limited examination have taken any examination supplementary thereto may be certified for appointment from the supplementary register to places giving \$900 or less or to places giving \$1,000 to \$1,800 or over. A person who has passed the limited examination and an examination supplementary thereto, and has been appointed from the supplementary register to a place giving \$900 or less may be promoted at any time after appointment without further examination.

examinations, which are together equal to that necessary for original entrance to the place which would be secured by the transfer or appointment; AND ANY PERSON WHO HAS FOR THREE YEARS LAST PRECEDING SERVED AS A CLERK IN THE OFFICE OF THE PRESIDENT OF THE UNITED STATES MAY BE TRANSFERRED OR APPOINTED TO ANY PLACE IN THE CLASSIFIED SERVICE WITHOUT EXAMINATION.

This proposed amendment was approved and promulgated by the President March 12, 1885.

The purpose of the amendment is obvious. A reduction of the clerical force of the office of the President was desired; but the clerks of that office were not classified and therefore a dismissal from the President's office would have separated them entirely from the civil-service. It was apparent that it would be advantageous to the public service to retain men who had been faithful in the discharge of public duties, and it was therefore determined that some way should be provided by which these clerks could be transferred from places in which their services were no longer needed to places in which their services were needed.

It was held that this transfer should be made without the usual examination, for the reason that faithful continuous service for three years in the President's office, in which the highest order of clerical ability is needed, conclusively proved that the persons who had thus served were fit for any other clerical position in the departmental service of the government. This amendment to Rule XXII was accordingly prepared by the commission, and submitted to the President for approval.

On May 25, 1885, the commission voted to advise the President to amend clause 1 of Rule XI, as follows:

RULE XI.

1. Every application, in order to entitle the applicant to appear for examination or to be examined, must state under oath the facts on the following subjects: (1) Full name, residence, and postoffice address; (2) citizenship; (3) age; (4) place of birth; (5) health and physical capacity for the public service; (6) right of preference by reason of military or naval service; (7) previous employment in the public service; (8) business or employment, and residence for the previous five years; (9) education. Such other information shall be furnished as the commission may reasonably require touching the applicant's fitness for the public service. The applicant must also state the number of members of his family in the public service, and where employed, and must also assert that he is not disqualified under section 8 of the civil-service act, which is as follows: "That no person habitually using intoxicating beverages to excess shall be appointed to or retained in any office, appointment, or employment to which the provisions of this act are applicable." No person dismissed from the public service for misconduct, AND NO PERSON WHO HAS NOT BEEN ABSOLUTELY APPOINTED OR EMPLOYED AFTER PROBATION shall be admitted to examination within two years thereafter.

This amendment was approved and promulgated by the President on June 2, 1885.

Clause 1 of Rule XVII provided that if the conduct and capacity of a person appointed on probation were found to be unsatisfactory, he should not, at the end of the probational period, be absolutely appointed, but should be dismissed from the service. Under Rule XI, as it stood on March 4, 1885, a person who had failed to obtain an appointment at the end of his probational period could apply for immediate examination and again get upon an eligible register. The amendment was therefore suggested for the purpose of subjecting persons who had been dismissed from the service because their conduct and capacity during probation had not been satisfactory to the same disqualification for immediate examination after dismissal that the rule subjected those to who had been dismissed from the service for misconduct.

On June 9, 1885, the commission voted to advise the President to amend Rule XIX, as follows:

RULE XIX.

There are excepted from examination the following: (1) The confidential clerk or secretary of any head of a department or office; (2) cashiers of collectors (3) cashiers of postmasters; (4) superintendents of money order divisions in postoffices; (5)

the direct custodians of money for whose fidelity another officer is under official bond and disbursing officers having the custody of money who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier or teller; (6) persons employed exclusively in the secret service of the government, or as translators, or interpreters, or stenographers; (7) persons whose employment is exclusively professional; (8) chief clerks, deputy collectors, DEPUTY NAVAL OFFICERS, DEPUTY SURVEYORS OF CUSTOMS, and superintendents, or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place, without an examination under the commission. Promotions may be made without examination in offices where examinations for promotion are not now held, until rules on the subject shall be promulgated.

This proposed amendment was approved and promulgated by the President June 15, 1885.

By Rule XIX, as it was in force on March 4, 1885, deputy collectors were excepted from the open competitive examination provided for by the civil-service act. Every reason for thus excepting deputy collectors from examination is as good a reason why deputy naval officers and deputy surveyors of customs should be excepted from examination as it is that deputy collectors should be thus excepted. Therefore, the commission advised the President to amend clause 8 of Rule XIX in the manner indicated above.

On June 29, 1885, the commission adopted Special Regulation No. 1, as follows:

SPECIAL REGULATION No. 1.

Any person now on any register and eligible for appointment may so remain thereon until January 1, 1886.

Clause 1 of Rule XVI, as it was in force March 4, 1885, provided that no one should remain eligible for appointment more than one year, unless a regulation should extend the period of eligibility. Special Regulation No. 1 was adopted for the purpose of extending till January 1, 1886, the period of eligibility of all those persons whose names were then on any register, and whose terms of eligibility would have expired before that date.

On June 27, 1885, regulation 53 was amended as follows:

53. Special boards of examiners [*for supplementary examinations*] for the departmental service shall be constituted as follows: A board of seven OR MORE persons for the MODERN EUROPEAN languages [*French, German, Spanish, Italian, and Scandinavian*]; a board of FIVE PERSONS FOR DRAUGHTING AND COPYING OF DRAWINGS; BOARDS OF three OR MORE persons for each of the following subjects: Law, medical science [*draughting*], stenography (including type-writing), telegraphy, PROOF-READING, and book-keeping; AND SIMILAR BOARDS SHALL BE APPOINTED WHEN REQUIRED FOR POSITIONS OF ASSISTANT LIBRARIANS AND FOR OTHER PLACES REQUIRING SPECIAL KNOWLEDGE OR SKILL.

Clause 5 of Rule VII gave to the commission authority to institute special examinations for the purpose of ascertaining the qualifications of persons for places in the classified civil-service requiring technical knowledge or peculiar skill, or knowledge of any modern language except the English language. To meet the wants of the several departments boards of examiners had been organized, examinations held, and eligible registers opened in the following supplementary subjects: (1) The French, German, Spanish, Italian, and Scandinavian languages; (2) law; (3) medical science; (4) draughting; (5) stenography; (6) type-writing; (7) telegraphy; (8) book-keeping. By the amendments made to Regulation No. 53 this system of supplementary examinations was extended as is indicated above.

On July 16, 1885, the commission voted to advise the President to approve and promulgate a new special rule to be known as Special Rule No. 4, as follows:

SPECIAL RULE No. 4.

Appointments to the 150 places in the pension office provided to be filled by the act of March 3, 1885, except so far as they may be filled by promotions or transfers, must be separately apportioned by the appointing power in as near conformity to the sec-

and section of the act of January 16, 1883, as the need of filling them promptly and the residence and qualifications of the applicants will permit.

The proposed special rule was approved and promulgated by the President July 16, 1885.

The records of the commission do not show that any reasons were given to the President for advising the adoption and promulgation of this special rule; but it is presumed the fact that the adoption and promulgation of Special Rule No. 3 had been advised in 1884, led the commission, in a desire to be consistent in its action, to advise its renewal in 1885. The records of the commission do not show that in 1884 any reasons were given for advising the adoption and promulgation of Special Rule No. 3, which is nearly in the terms of Special Rule No. 4. The official term of a special pension examiner is one year, commencing July 1st. The bill creating the 150 special pension examiners became a law on March 3, 1885; but the commission was not advised until in July that the Secretary of the Interior desired to fill any vacancies existing in that grade. It may have appeared to the commission, both in 1884 and 1885, impracticable and injurious to the public interests to attempt to fill the 150 places of special pension examiners by the slow process of certification in groups of four, from the register of persons eligible for appointment to that grade, and the commission may also have believed that it could not, under the circumstances, apportion these appointments without disturbing the apportionment it is required to make of the other appointments in the classified departmental service. This appears to be a fair conclusion, when the fact is considered that by Special Rule No. 4, it was made the duty of the appointing power to apportion separately from the apportionment made by the commission the appointments of special pension examiners made upon certification—this apportionment by the appointing power to be made in as near conformity to the second section of the civil-service act as the need of filling the positions promptly and the residence and qualifications of the applicants would permit.*

On July 29, 1885, the commission voted to advise the President to amend clause 7 of Rule XIX as follows:

RULE XIX.

There are excepted from examination the following: (1) The confidential clerk or secretary of any head of a department or office; (2) cashiers of collectors; (3) cashiers of postmasters; (4) superintendents of money-order divisions in postoffices; (5) the direct custodians of money for whose fidelity another officer is under official bond and disbursing officers having the custody of money who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier or teller; (6) persons employed exclusively in the secret service of the government, or as translators, or interpreters, or stenographers; (7) persons whose employment is exclusively professional; BUT MEDICAL EXAMINERS ARE NOT INCLUDED AMONG SUCH PERSONS; (8) chief clerks, deputy collectors, deputy naval officers, deputy surveyors of customs, and superintendents, or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place, without an examination under the commission. Promotions may be made without examination in offices where examinations for promotion are not now held until rules on the subject shall be promulgated.

This proposed amendment was approved and promulgated by the President August 15, 1885.

In March, 1885, the commission held for the first time an examination for the grade of medical examiner and thereby provided an eligible register for that grade. At the time this examination was held Rule XIX read as follows:

There are excepted from examination the following: * * * (7) Persons whose employment is exclusively professional.

* The second section of the civil-service act provides that "appointments to the public service aforesaid, in the departments at Washington, shall be apportioned among the several states and territories and the District of Columbia upon the basis of population, as ascertained at the last preceding census."

Under this exception it was held by the Interior Department that applicants for the grade of medical examiner could not be required to take the examination provided for that grade by the commission. This question having been submitted to the Attorney-General, by the Secretary of the Interior, he gave an opinion that as the duties of medical examiners were "exclusively professional" those officers were expressly excepted from the law by Rule XIX. In accordance with this opinion, two appointments to fill vacancies in the grade of medical examiner were made in June, 1885, without examination and certification. For the purpose of preventing any other appointments to this grade except from the eligible register of the commission the words: "But medical examiners are not included among such persons," were, upon the advice of the commission, added to the seventh section of Rule XIX. Since the promulgation of this amendment, all appointments to the grade of medical examiner have been made upon certifications of the commission.

On August 24, 1885, the commission amended regulations 6, 7, 8, and 9, as follows:

6. For each postoffice the board of examiners shall consist of NOT LESS THAN three NOR MORE THAN FIVE persons.

7. The general board of examiners for each customs district shall consist of two or more persons selected from the office of the collector, and one OR MORE from each of the other customs officers which are subject to the rules; but if there be no office subject thereto except that of the collector, the [three] EXAMINERS shall be selected from his office: PROVIDED, THAT NO SUCH BOARD SHALL HAVE MORE THAN NINE MEMBERS.

8. Three examiners may serve as a board for conducting any examination, and the examiners for any customs district will, SUBJECT TO THE DIRECTION OF THE COMMISSION, determine which three shall hold any examination, taking care that if an examination is wholly or mainly for any office, one or more of the examiners from that office shall be on the acting board. In case of a failure or disagreement as to which three shall be the board for any examination, the commission or chief examiner shall designate the local examiners who shall serve. In case of the disability or necessary absence of one of the three examiners selected, the other two may conduct the examination.

9. Each examining board in the postal and customs service shall, SUBJECT TO THE APPROVAL OF THE COMMISSION, select one of its members to serve as secretary, and it shall be his duty to keep a complete record of the proceeding of the board and of all examinations held. He shall also keep the record of applicants and examinations, and the register of persons eligible for appointment, and all other records required. He shall have charge of all books and papers belonging to the board, and shall be responsible for their safe-keeping. On application of the proper appointing officer, he shall certify to such officer, in conformity to the rules, the names of the four persons of highest grade remaining on the register. He shall also answer all proper requests for application blanks, and send due notifications to applicants to be examined, and shall give all other notices required to be given by the board.

The amendments of regulations 6 and 7, as indicated above, were adopted for the purpose of enlarging the membership of the boards of examiners at postoffices and in customs districts; but under the amendments made the membership of no board could be increased except by action of the commission. It is presumed that the commission made the amendments of regulations 6 and 7 with a view of increasing the membership of boards at postoffices and custom-houses in which the business of such boards required the employment of additional force.

The amendment of regulation 8, as indicated above, was made for the purpose of restricting the power of the boards of examiners in the appointment of sub-boards of examiners—committees of the boards appointed for the purpose of conducting examinations. Before the 4th day of March, 1885, each board of examiners had the right to appoint such sub-boards, or committees, to conduct examinations; but this right was taken from them by the above amendment to Regulation 8. Under the regulation, as amended, each board was restricted to the right to nominate to the commission certain of its members for membership on such sub-boards or committees.

The amendment of Regulation 9, as indicated above, took from each examining board in the postal and customs-service the right to select its own secretary, which right it possessed on the 4th day of March, 1885. By this amendment each board was restricted to the right of nominating one of its members to serve as secretary.

On October 1, 1885, the commission voted to advise the President to approve and promulgate Special Rule No. 5, as follows :

SPECIAL RULE NO. 5.

Special Rule No. 2, approved July 18, 1884, is hereby revoked. All applicants on any register for the postal or customs-service, who, on the 1st day of November next shall have been thereon one year or more, shall, in conformity with Rule XVI, be no longer eligible for appointment from such register.

This special rule was approved and promulgated by the President October 1, 1885.

The effect of this special rule was to annul, so far as the customs and postal services were concerned, the regulation made by the commission on June 29, which provided that applicants then eligible on any register might remain thereon until January 1, 1886, and to drop from the limited and general registers of classified customs districts and postoffices all persons who had been thereon one year or more on November 1, 1885.

On October 21, 1885, the commission voted to advise the President to amend Rules IV, XI, XII, XVI, XVII, XIX, XXI, and XXII.

On November 9, 1885, the commission was reorganized with the following membership: A. P. Edgerton, of Indiana, president; W. L. Trenholm, of South Carolina, and Dorman B. Eaton, of New York.

On November 27, 1885, the President acted upon the amendments to the rules advised by the commission on October 21, 1885. He made all the amendments advised by the commission with the exception of the amendments suggested to Rule IV, which were as follows:

(1) By adding at the end of clause 1 the words—

And when actually necessary, said examiners shall be allowed time to perform the duties required of them.

(2) By adding at the end of clause 2 the words—

And on the request of the commission, such officer shall thereupon name several persons serving under him whom he regards as most competent for a place on the examining board, stating generally their qualifications; and from those so named the commission shall select a person to fill said vacancy.

As amended¹¹¹¹ by the President, clauses 1 and 2 of Rule IV read as follows:

RULE IV.

1. All officials connected with any office where or for which any examination is to take place, will give the Civil-Service Commission and the chief examiner such information as may be reasonably required to enable the commission to select competent and trustworthy examiners; and the examinations by those selected as examiners, and the work incident thereto, will be regarded as a part of the public business to be performed at such office, AND, WITH DUE REGARD TO OTHER PARTS OF THE PUBLIC BUSINESS, SAID EXAMINERS SHALL BE ALLOWED TIME DURING OFFICE HOURS TO PERFORM THE DUTIES REQUIRED OF THEM.

2. It shall be the duty of every executive officer promptly to inform the commission, in writing, of the removal or discharge from the public service of any examiner in his office, or of the inability or refusal of any such examiner to act in that capacity; AND, ON THE REQUEST OF THE COMMISSION, SUCH OFFICER SHALL THEREUPON NAME NOT LESS THAN TWO PERSONS SERVING UNDER HIM WHOM HE REGARDS AS MOST COMPETENT FOR A PLACE ON AN EXAMINING BOARD, STATING GENERALLY THEIR QUALIFICATIONS, AND FROM ALL THOSE WHO MAY BE NAMED FOR ANY SUCH PLACE THE COMMISSION SHALL SELECT A PERSON TO FILL THE SAME.

On the same day—November 27—the President amended clauses 1 and 2 of Rule XI, as advised by vote of the commission on October 21, 1885, as follows:

RULE XI.

1. Every application, in order to entitle the applicant to appear for examination or to be examined, *must state, under oath, the facts on the following subjects:* 1. Full

name, residence, and postoffice address. 2. Citizenship. 3. Age. 4. Place of birth. 5. Health and physical capacity for the public service. 6. Right of preference based on military or naval service. 7. Previous employment in the public service. 8. Business or employment and residence for the previous five years. 9. Education. 10. Such other information shall be furnished as the commission may reasonably require touching the applicant's fitness for the public service. The applicant must also state the number of members of his family in the public service and where employed. The applicant must also assert that he is not disqualified under section 8 of the civil-service act which is as follows: "That no person habitually using intoxicating beverages shall be appointed to or retained in any office, appointment, or employment under the provisions of this act are applicable." No person dismissed from the service for misconduct SHALL BE ADMITTED TO EXAMINATION WITHIN TWO YEARS THEREAFTER, and no person [who has] not [been] absolutely appointed or employed after probation shall be admitted to an examination within ONE [two] year [s] after.

2. No person under enlistment in the Army or Navy of the United States shall be examined under these rules except for some place [in the department under which enlisted] requiring special qualifications and with the consent, in writing, of the head of the [such] department UNDER WHICH HE IS ENLISTED.

On the same day the President amended clause 2 of Rule XII as follows:

RULE XII.

2. No one shall be [entitled to be] examined for admission to the classified service if under sixteen or over thirty-five years of age, excepting messengers, clerks, and other junior assistants who must not be under fourteen years of age; or to the classified customs service, or to the classified departmental service, if under sixteen or over forty-five years of age; but no one shall be examined for appointment to any place in the classified customs service except that of clerk or messenger under twenty-one years of age; but these limitations of age shall not apply to persons honorably discharged from the military or naval service of the country who are otherwise duly qualified.

On the same day the President amended clauses 1, 4, and 5 of Rule XVI as follows:

RULE XVI.

1. Whenever any officer having the power of appointment or employment shall request, there shall be certified to him by the commission or the proper examining board, four names for the vacancy specified, to be taken from those graded high in the proper register of those in his branch of the service and remaining eligible, being had to any right of preference and to the apportionment of appointments in the several states and territories; and from the said four a selection shall be made for the vacancy. But if a person is on both a general and a special register he need NOT be notified from the former EXCEPT [only] at the discretion of the commission until he has remained two months upon the latter.

* * * * *

4. SUBJECT TO THE OTHER PROVISIONS OF THIS RULE, PERSONS ELIGIBLE ON THE GENERAL REGISTER SHALL BE ENTITLED TO THREE CERTIFICATIONS ONLY, TO THE SAME OFFICE, BUT, WITH HIS REQUEST IN WRITING, THERE MAY BE A FOURTH CERTIFICATION TO A DIFFERENT OFFICE. SUCH PERSONS TO HIM, WHEN REACHED IN ORDER. NO ONE SHALL [No person on any register shall be certified more than four times to the same officer in the customs or service, or more than three times to any department at Washington, unless upon request of the appointing officer; nor shall any one] remain eligible more than one year upon a special register except as may be provided by regulation; but these restrictions shall not apply to examinations under clause 5 of rule 7. No person while remaining eligible on the general register shall be admitted to a new examination and no person having failed in any examination shall within six months thereafter be admitted to another examination without the consent of the commission.

5. Any person appointed to or employed in any PLACE IN [part of] the classified service, who shall be dismissed or separated therefrom without fault or delinquency on his part, may be re-appointed or re-employed in the same [part or grade of such service as the same] department or office, AT A GRADE FOR WHICH NO HIGHER EXAMINATION IS REQUIRED THAN FOR THE POSITION HE LAST HELD, within one year next following such dismissal or separation, without further examination, on such conditions as the commission may provide.

On the same day the President amended clauses 1 and 3 of Rule XVII as follows:

RULE XVII.

1. Every original appointment or employment in said classified service shall be for the probationary period of six months, at the end of which time, if the conduct and capacity of the person appointed have been found satisfactory TO THE OFFICER HAVING THE DUTY OF SELECTION, the probationer shall be absolutely appointed or employed, but otherwise be deemed out of the service.

3. Every false statement knowingly made by any person in his application for examination and every connivance by him at any false statement made in any certificate which may accompany his application and every deception or fraud practiced by him or by any person in his behalf and with his knowledge to influence his examination, certification, or appointment shall be regarded as good cause FOR REFUSING TO CERTIFY SUCH PERSON OR for the removal or discharge of such person during his probation or thereafter.

On the same day the President amended Rule XIX as follows:

RULE XIX.

There are excepted from examination the following:

(1) The confidential clerk or secretary of any head of a department or office; (2) cashiers of collectors; (3) cashiers of postmasters; (4) superintendents of money-order divisions in postoffices; (5) the direct custodians of money for whose fidelity another officer is under official bond, and disbursing officers having the custody of money who give bonds; but these exceptions shall not extend to any official below the grade of assistant cashier or teller; (6) persons employed exclusively in the secret service of the government, or as translators, or interpreters, or stenographers; (7) persons whose employment is exclusively professional, but medical examiners are not included among such persons; (8) chief clerks, deputy collectors, deputy naval officers, deputy surveyors of customs, and superintendents or chiefs of divisions or bureaus. But no person so excepted shall be either transferred, appointed, or promoted, unless to some excepted place, without an examination under the commission, WHICH EXAMINATION SHALL NOT TAKE PLACE WITHIN SIX MONTHS AFTER ENTERING THE SERVICE. Promotions may be made without examination in offices where examinations for promotion are not now held, until rules on the subject shall be promulgated.

On the same day the President amended Rule XXI as follows:

RULE XXI.

1. No person, unless excepted under Rule XIX, shall be admitted into the classified civil-service, from any place not within said service, without an examination and certification under the rules; WITH THIS EXCEPTION, THAT ANY PERSON WHO SHALL HAVE BEEN AN OFFICER FOR ONE YEAR OR MORE LAST PRECEDING, IN ANY DEPARTMENT OR OFFICE, IN A GRADE ABOVE THE CLASSIFIED SERVICE THEREOF, MAY BE TRANSFERRED OR APPOINTED TO ANY PLACE IN THE SERVICE OF THE SAME WITHOUT EXAMINATION.

2. No [nor shall any] person who has passed only a limited examination under clause 4 of Rule VII, for the lower classes or grades in the departmental or customs service SHALL be appointed, or be promoted within two years after appointment, to any position giving a salary of \$1,000 or upwards, without first passing an examination under clause 1 of said rule, and such examination shall not be allowed within the first year after appointment.

3. But a person who has passed the examination under said clause 1, and has accepted a position giving a salary of \$900 or less, shall have the same right of promotion as if originally appointed to a position giving a salary of \$1,000 or more.

4. The commission may at any time certify for a \$900 or any lower place in the classified service any person upon the register who has passed the examination under clause 1 of Rule VII, if such person does not object before such certification is made.

On the same day the President amended Rule XXII as follows:

RULE XXII.

Any person who has been in the classified departmental service for SIX MONTHS [one year] or more immediately previous may, when the needs of the service require it, be

transferred or appointed to any other place therein upon producing a certificate from the Civil-Service Commission that such person has passed at the required grade one or more examinations which are together equal to that necessary for original entrance to the place which would be secured by the transfer or appointment; and any person who has for three years last preceding served as a clerk in the office of the President of the United States may be transferred or appointed to any place in the classified service without examination.

1. The purpose of the amendment of clause 1, of Rule VI, was to authorize the heads of departments, and of offices, to permit members of civil-service boards of examiners to have sufficient time, during office hours, to do the duties incumbent upon members of such boards.

The purpose of the amendment of clause 2 was to make it the duty of appointing officers to not only nominate persons for vacancies in boards of examiners, but also to give to the commission information concerning the qualifications of the nominees for the duties required to be performed by members of such boards.

2. The purpose of the amendment of Rule XI was to make a distinction in the matter of re-admission to the classified service between persons dismissed from the service for misconduct, and persons not absolutely appointed after probation. By the rule, as it stood on March 4, 1885, persons not absolutely appointed after probation, could apply without delay for immediate examination again; in this way get upon an eligible register; and thus, possibly, be certified again to the very department that had said, by refusing to appoint them absolutely, that the capacity and conduct of such persons had not been satisfactory. On June 2, 1885, Rule XI was amended so that no person who had not been absolutely appointed after probation could be admitted to examination for two years after being thus separated from the service. By the amendment of November 27, 1885, persons dropped from the service by refusal of the appointing officer to absolutely appoint them are permitted to again be examined after the expiration of one year from the time they were thus dropped.

Under clause 2 of Rule XI, as it stood on March 4, 1885, men enlisted in the navy could, with the written consent of the Secretary of the Navy, be examined for any place in the classified service of the Navy Department requiring special qualifications, and men enlisted in the army could, with the written consent of the Secretary of War, be examined for any place in the classified service of the War Department requiring special qualifications. By the amendment of November 27, 1885, the commission is authorized, provided that the written consent of the Secretary of the Navy or of the Secretary of War is obtained, to examine, for any place in the classified service, any person under enlistment in either the navy or the army.

3. The purpose of the amendment of Rule XIX by the insertion of the words: "Which examination shall not take place within six months after entering the service", was to prevent appointing officers from appointing persons to excepted places—to places for which competitive examinations were not held—and then immediately transferring them, upon a pass-examination, to some specified place in the classified service, leaving the excepted place to be filled by some other person not examined, to be then crowded into the classified service by the processes of the pass-examination.

4. The purpose of the amendment of clause 1, of Rule XXI, was to provide, without examination, places within the classified service for persons who had been, prior to March 4, 1885, appointed without competitive examination, to places above the classified service.

5. The purpose of each of the other amendments of the rules set forth immediately above, made under advice of the commission given October 21, 1885, is obvious.

On December 23, 1885, the commission adopted the following new regulation:

REGULATION 55. Whenever the number of applicants for examination upon the record books in the office of the commission from any state, territory, or for the District of Columbia, or upon the record books of applicants for examination for any office in the postal or customs service shall, in the opinion of the commission, be in excess of the number likely to be examined for the same during the next six months, the

will, as justice and the public interests may require, exercise the authority conferred by Rule XIII, by dropping therefrom all those who have been on records for a period of six months or more, and will cause the applicants affected thereby to be properly notified that they have been thus dropped.

September 29, 1885, regulation 54 was amended as follows:

Person shall be DECLARED ENTITLED TO [*certified for*] a transfer under Rule VI on request of the head of the department to which the transfer is to be made, certifying the vacancy to be filled by such transfer. The person to be transferred shall furnish to the commission the proof of his having been in the classified departmental service SIX MONTHS [*one year*] or more, immediately previous; and, if he has not already passed the required examination, must pass at the general average level, a non-competitive examination equivalent to that required for admission to the place, or such parts of said examination as he has not previously taken.

February 6, 1886, the following new regulation was adopted:

REGULATION 56. In the case of certifications of applicants specially examined under Rule VII to any department, no person shall be more than twice certified for a special register for the same office, except by request of the head of a department, or the special order of the commission to be entered on its minutes.

By striking out of Regulation 48, on March 23, 1886, this regulation became Regulation 55, and appears as the regulation of this number in the third annual report of the commission.

March 23, 1886, the regulations were amended as follows:

REGULATION 1. The chief examiner shall, as far as [*practicable, except when otherwise directed*] by the commission, attend the examinations held by the several boards of examiners. He shall take care to secure accuracy, uniformity, and justice in all proceedings, which shall at all times be open to him; but leaving the duty of the examiners, in marking and grading those examined, unimpaired. The commission, in its discretion, designate one of its own members, or request the detail of a person, to supervise examinations whenever deemed needful.

REGULATION 2. He shall prepare and submit to the approval of the commission the rules and questions. He shall take care that the rules and regulations respecting HIS DUTIES are complied with, and bring every case of injustice and irregularity observed by him to the attention of the commission. He shall take such part in the work of the commission as the commission shall assign him in the work at Washington. It shall be his duty to visit from time to time, with the heads of the postal and customs offices which he visits, concerning the regularity, sufficiency, and convenience of the examinations for the service under them.

REGULATION 4. The general board of examiners for the departmental service shall consist of three persons from the Treasury Department, two from the War Department, two from the Navy Department, two from the Postoffice Department, two from the Interior Department, one from the Department of Justice, one from the Department of Agriculture, and such [*other*] members as the commission may designate. [*three*] members, NOT LESS THAN THREE, may be designated by the commission to constitute the acting examining board for any examination, GENERAL, SPECIAL, or SUPPLEMENTARY.

The secretary of the board of examiners for the departmental service shall keep a record of its proceedings and have charge of its papers.

REGULATION 5. In case of examination to be held at other places than those having classified service, the commission will designate an examining board for that examination.

REGULATION 8. Three examiners may serve as a board for conducting an examination, and the examiners for any customs district OR POSTOFFICE, will, subject to the directions of the commission, determine which three shall hold any examination, or that, if an examination is wholly or mainly for any office, one or more of the examiners from that office shall be on the acting board. In case of a failure or disagreement as to which three shall be the board for any examination, the commission or chief examiner shall designate the local examiners who shall serve. In case of inability or [*necessary*] absence of one of the three examiners CONSTITUTING the board, [*selected*] the other two may conduct the examination.

REGULATION 9. Each examining board SHALL HAVE A CHAIRMAN AND SECRETARY, SELECTED BY THE COMMISSION. [*In the postal and customs service shall, subject to the approval of the commission, select one of its members to serve as secretary, and*] It shall be the [*his*] duty OF THE SECRETARY to keep a complete record of the proceedings of the board and of all examinations held. He shall also keep the record of the results and examinations, and the register of persons eligible for appointment, and the records required. He shall have charge of all books and papers belonging to the board.

ing to the board and shall be responsible TO THE COMMISSION, for their safe-keeping. On application of the proper appointing officer, he shall certify to such officer, in conformity to the rules AND THE DIRECTIONS OF THE COMMISSION, the names of the four persons of highest grade remaining on the register, EXCEPT IN SUCH CASES AS THE COMMISSION MAY OTHERWISE DIRECT. He shall also answer all proper requests for application blanks, and send due notifications to applicants to be examined, and shall give all other notices required [*to be given by the board*].

Prior to March 4, 1885, each board of examiners in the postal and customs service had the right to elect its own chairman and secretary. By the amendment of Regulation 9, made on August 24, 1885, the commission took from the examining boards the right to elect their own secretaries unconditionally—left with them, in effect, only the right of nomination. By the amendment of Regulation 9, made on March 23, 1886, the commission took from the examining boards the right to elect their own chairmen and secretaries, and by that amendment the duty of appointing those officers was imposed upon the commission.

REGULATION 10. Neither the commissioners nor any examiner or other persons serving under them shall attempt to control or influence, in any manner, appointments, removals, or promotions; nor can they receive [*retain*], or transmit to appointing officers any letters of request, certificates, or recommendations other than those provided in the application paper; and all such unauthorized letters, certificates, and recommendations must BE DEPOSITED WITH THE COMMISSION [*returned at once to the person offering or sending them*].

REGULATION 11. Care must be taken by the examiners TO PRESERVE ORDER, AND not to allow such visitors as they may admit, nor any conversation or other cause, to obstruct or distract those being examined.

REGULATION 12. Examiners must not disclose [*for public information*], unless by consent, the names of those examined, or the grade they obtain. The relative standing of persons on the registers of eligibles must not be disclosed to any person without the consent of the commission, as such disclosure may work a defeat of the purpose of the law in excluding influence, and in securing the appointment of the most worthy.

REGULATION 13. The board of examiners for each office or district must promptly notify the commission of the need of holding an examination in and for such office or district, and may SUGGEST A [*appoint the*] time for the same, but subject to any change the commission may find it necessary to make for the more convenient and effective discharge of its duty to see that the examinations are accurate, uniform, and just. The notice must state under which clause or clauses of Rule VII the applicants are to be examined, and must, when practicable, be given at least twenty days before the time appointed therein for the examinations.

REGULATION 15. Whenever any officer in the customs or postal service to whom a certification has been made shall object in writing to any person in such certification because of ill-health or physical incapacity, specifying the same, the person so objected to shall furnish such officer [*within a reasonable time, not exceeding three days from time of notice of such objection*] a certificate of the nearest medical officer of the revenue marine or marine hospital service, or other physician approved by the secretary of the board of examiners, declaring him physically competent for the position sought; in the case of failure to furnish such certificate another name shall be substituted in the certification. Such certification shall count as one of the THREE [*four*] due such person. All such cases shall be reported promptly to the commission.

REGULATION 16. The secretary of the board of examiners must sign and deliver to the applicant objected to the appropriate blank form, addressed to the proper medical officer or selected physician, for such applicant to take to that officer for the purpose of procuring the required certificate; AND SUCH APPLICANT SHALL BE ALLOWED THREE DAYS AFTER SUCH DELIVERY TO HIM TO FURNISH THE COMPLETED CERTIFICATE.

REGULATION 18. All competitive examinations for admission to the civil-service shall be in writing WITH INK, except that tests of physical qualities or expertness may be added as the commission shall approve.

REGULATION 23. The examinations for clerks, including storeroomkeepers in the customs service shall embrace the five subjects mentioned in clause 1, Rule VII.

Examinations for inspectors shall embrace suitable questions in the *first, second, fourth, and* geography of the *fifth* subjects.

Examinations for night inspectors and messengers may be limited to the *first and second* subjects.

Examinations for weighers and gaugers shall embrace the *first and second* subjects, and such additional, practical, and theoretical questions and tests as the commission may direct.

examinations for examiners may embrace the *first, second, and fourth* subjects, and supplementary technical subjects as may be needed in each case.

Special supplementary boards of examiners will be designated by the commission when needed, and the general regulations for supplementary departmental examinations shall apply.

REGULATION 24. Every examiner will exercise all due diligence to secure fairness to prevent all collusion or fraud in the examinations. In case the board of examiners shall find that any applicant has made material misrepresentations of facts for the purpose of securing an examination or preference, or has been guilty of bad conduct or fraud, either during an examination or in order to cause advantage or prejudice to any applicant, and also in case *prima facie* evidence shall be presented to the board of examiners that any person on a record is, by reason of criminal [or], infamous, OR PROFLIGATE conduct, not a fit person to be examined or marked, or, if on a record, to be certified, it will be the duty of the board to report upon the matter and promptly to the commission, and the marking, grading, or certification of such person may be suspended pending the action of the commission upon the subject.

REGULATION 30. To determine the standing of the applicant in any subject, credit shall be given for each answer in proportion to its completeness and accuracy according to [regulations] and DIRECTIONS prescribed for each subject; the perfect answer being credited 100. Divide the sum of the credits by the number of questions upon the subject; the quotient will be the applicant's standing in that subject.

REGULATION 35. Complaints which show injustice or unfairness on the part of any examining board or any one acting under the commission, OR ANY ERROR IN MARKING, will be considered by the commission, and if necessary it will revise the marking and grading on the papers, or order a new examination or otherwise do justice in the premises.

In case any action of the commission is desired, the complaint or appeal must BE FILED WITHIN TEN DAYS OF THE NOTICE OF STANDING, AND MUST specify particularly the matter complained of, TOGETHER WITH THE DETAILS OF OBJECTION.

REGULATION 42. Special boards of examiners for special examinations under clause 1, Rule VII for the departmental service shall be constituted as follows: A board of NOT EXCEEDING five members for the patent office; A BOARD OF NOT EXCEEDING three members for the pension office, and boards of three members each for the State Department [the pension office], the signal office, the geological survey, and FOR BOOK-KEEPERS. Each special board shall mark all the papers of applicants examined for its part of the service, and shall be subject to the regulations prescribed by the commission for the general examining boards as far as they are applicable.

REGULATION 43. Applications for any special examination must be made in the form prescribed by the commission and must be accompanied by certificates as required in the case of ordinary applications. The minimum limitations of age shall be the same as those prescribed by Rule XII for the several branches of the service, but no maximum limitations shall be required except such as the commission may from time to time prescribe. SPECIAL BOARDS OF EXAMINERS WILL BE DESIGNATED BY THE COMMISSION WHEN NEEDED.

REGULATION 46. A special record of applicants and a special register of eligibles shall be kept for each OFFICE OR part of the service [or office] requiring special examinations; and when the commission or the proper examining board shall be notified of the appointing officer of a vacancy in such office, certification shall be made to him of the names of the four persons graded highest on the special register of eligibles in the same, or of a different number when good reasons, approved by the commission, may require; and a person may be certified more than twice to the same department or office from a special register when the commission shall so direct. In case of notice of vacancy shall contain a request for persons having a knowledge of one or more of the optional subjects, the certification may be made of those graded highest in the subject or subjects required.

REGULATION 48. [Applicants on the general record and persons on the general register of eligibles whose application papers claim the special knowledge required, may be notified, if they appear shall be examined as if special applicants, but no person so examined shall forfeit his right to the general examinations, or lose his place on any register of eligibles by reason of his special examination.]

REGULATION 48 [49]. In case that competent special applicants do not apply, or do not appear for a competitive examination after suitable notice, a non-competitive examination may be held, WHEN THE PUBLIC NEED REQUIRES, in as near conformity as possible to the regulations provided for other non-competitive examinations for admission to the service.

REGULATION 49 [50. Special]. Supplementary examinations in subjects not enumerated in clause 1, Rule VII, of which a knowledge is required in the public service, shall be held in addition to the general and limited examinations for the departmental

service, and when SUCH KNOWLEDGE IS CLAIMED IN ANY APPLICATION PAPER FOR EITHER THE GENERAL OR LIMITED EXAMINATION, THE APPLICANT MAY BE ADMITTED TO THE SUPPLEMENTARY EXAMINATION WITHOUT FILING ANOTHER APPLICATION PAPER [*an applicant claims such knowledge the applicant may, without further application, be admitted to any such examination*].

REGULATION 50 [51]. Each applicant who has passed the examination in any supplementary subject shall be placed upon the proper [*special*] supplementary register provided such applicant has obtained the required grade in the general or limited examination, and may also be placed upon the general register according to standing in the general subjects respectively, if otherwise eligible.

REGULATION 51 [52]. Whenever any request for a certification shall require persons acquainted with either of these [*special*] subjects, four persons standing highest on the [*special*] supplementary register in the subjects named, or a different number, as may be ordered, shall be certified. [*But no person shall be certified as a law clerk who shall not have passed the general examination under clause 1, Rule 7.*]

REGULATION 52 [53. *Special*]. Boards of examiners for SUPPLEMENTARY SUBJECT [*the departmental service*] shall be constituted as follows: A board of seven or more persons for the modern European languages; a board of [*five*] THREE OR MORE persons for each of the following subjects: Law, medical science, stenography, and [*including*] type-writing, telegraphy, proof reading, and drafting and copying of drawings; [*book-keeping*] and similar boards shall be appointed, when required, for positions of assistant librarians and for other places requiring special knowledge or skill.

REGULATION 53 [54]. No person shall be certified for a transfer under Rule 22, except on request of the head of the department to which the transfer is to be made specifying the vacancy to be filled by such transfer.

The person to be transferred must furnish to the commission the proof of his having been in the classified departmental service SIX MONTHS [*one year*] or more, immediately previous; and, if he has not already passed the required examination, must pass at the general average of 65 or over, a non-competitive examination equivalent to that required for admission to the place, or such parts of said examination as he has not previously taken.

REGULATION 55 became Regulation 54.

On April 7, 1886, a new regulation was adopted by the commission, as follows:

REGULATION 56. In case a certification from any special register includes the names of one or more persons already in the classified departmental service, the commission may order such certification to include, besides such names, the names of the four eligibles not already in such service who are graded highest.

On April 10, 1886, Regulation 56 was amended to read as follows:

REGULATION 56. In case [*a certification from*] any special register CONTAINS [*includes*] the names of [*one or more*] persons already in the classified departmental service, the commission may order EACH [*such*] certification FROM THAT REGISTER to CONSIST OF AS MANY NAMES AS MAY BE REQUISITE TO BRING UPON SUCH CERTIFICATION THE FOUR HIGHEST [*include, besides such names, the names of the four*] eligibles not already in such service [*who are graded highest*].

On April 12, 1886, acting upon the advice of the commission; given on April 1886, the President amended Rule XXII to read as follows:

RULE XXII.

Any person in the classified departmental service may be transferred and appointed to any other place therein upon the following conditions:

1. That he is not debarred by clause 2 of Rule XXI.
2. That the head of a department has, in a written statement, to be filed with the commission, requested such transfer to a place in said department, to be designated in the statement.
3. That said person is shown in the statement, or by other evidence satisfactory to the commission, to have been during six consecutive months in such service, since January 16, 1883.
4. That such person has passed at the required grade one or more examinations under the commission, which are together equal to that required for the place to which the transfer is to be made. But any person who has for three years last preceding served as a clerk in the office of the President of the United States may be transferred or appointed to any place in the classified service without examination.

Under this rule, as it stood on March 4, 1885, a person could not be transferred from one department to another unless he had been in the classified departmental service at least one year "immediately previous" to the time at which the transfer was to be made. After March 4, 1885 (on November 27, 1885), the rule was amended so that only six months of service immediately previous to the time of transfer was required. By the amendment of April 12, 1886, the requirement of any service immediately previous to the time of service was dispensed with, and six consecutive months of service since January 16, 1883, was made the requirement.

After April 17, 1886, the membership of the commission was as follows: A. P. Edgson, of Indiana, president; John H. Oberly, of Illinois, and Charles Lyman, of Connecticut.

On July 9, 1886, the following special regulation was adopted:

SPECIAL REGULATION.—The names of all persons entered on the register of those eligible for appointment as having successfully passed an examination under either rule 1 or 4 of Rule VII, for the classified departmental service, and whose term of eligibility of one year expires between the first day of June, 1886, and the first day of September, 1886, both dates inclusive, may remain on such register one year and six months from the dates of their respective registrations, unless sooner appointed.

On August 13, 1886, acting upon the advice of the commission, given on July 14, 1886, the President amended Rule IX to read as follows:

RULE IX.

All applications for regular competitive examination for admission to the classified civil-service must be made on blank forms to be prescribed by the commission.

Requests for blank forms of application for competitive examination for admission to the classified civil-service, and all regular applications for such examination, shall be made—

1. If for the classified departmental service, to the United States Civil Service Commission, at Washington, D. C.
2. If for the classified customs service, to the civil-service board of examiners for the customs district in which the person desiring to be examined wishes to enter the customs service.
3. If for the classified postal service, to the civil-service board of examiners for the postoffice at which the person desiring to be examined wishes to enter the postal service.

Requests for blank forms of application to customs and postal boards of examiners must be made in writing by the persons desiring examination, and such blank forms shall not be furnished to any other persons.

Under this rule, as it read on March 4, 1885, all applications for places in the customs service and in the postal service were made to the nominating or appointing officer. By the amendment of the rule made on August 13, 1886, applicants are required to make their applications for positions in the two services named to the civil-service boards of examiners provided for those services. In a letter addressed to the President, the commission stated its reasons for advising the amendment of Rule IX, as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 27, 1886.

the PRESIDENT:

On the 14th instant the commission resolved to advise you to amend Rule IX, of the amended civil-service rules, to read as follows:

Here followed a copy of Rule IX, as it appears above.]

The commission desires to state its reasons for advising the amendment of Rule IX. Under the rule, as it is now written, applications for competitive examination for admission to the classified customs service and to the classified postal service must be made to the appointing or nominating officer. The evils of this way of making applications have become apparent to the commission. The applicant, who is a member of the party to which the appointing or nominating officer belongs, exposes

to that officer his political opinions and affiliations by statements of them, and the applicant who is a member of the opposing party exposes his political opinions and affiliations by his silence concerning them. After examination, when the notices of standing have been given, each of the applicants who have been passed makes haste to inform the appointing or nominating officer of his standing. Thus that officer becomes informed, not only of the political opinions and affiliations of all the applicants, but also of their relative standing on the eligible registers. In this way he obtains all the information he should not have—all he could acquire if he were the custodian of the registers. In this connection, it may be stated that the commission has lately instructed its customs and postal boards of examiners not to permit the appointing or nominating officer, or any other person, to have possession of, or have a copy of, any eligible register—not to permit the appointing or nominating officer to inspect or see any eligible register or a copy thereof. For reasons already herein stated, this order will be almost nugatory if Rule IX remains unchanged.

Under Rule IX, as it is now written, the appointing or nominating officer can obtain information of the political opinions and affiliations, and of the grading of applicants; and he is the person on whom the friends of the applicants exert partisan and personal influence to induce the selection by him of the applicants in whom they are interested. In this way the appointing or nominating officer may be led, without intention on his part of wrong-doing, into violations of Rule VIII, into discriminations in favor of or against applicants on account of their political opinions or affiliations. Under Rule IX, amended as herein above set forth, an appointing or nominating officer would not be furnished as he now is, in an apparently legal manner, with information concerning applicants which he should not possess. Under this rule, if amended as suggested, all applications would be made to the boards of examiners, and applicants would have no good reason for calling on either the board or the appointing or nominating officer after their standing had been ascertained, and notice thereof had been given to them.

The commission has observed that members of boards of examiners, as well as appointing and nominating officers, furnish blank forms of application to personal and political friends, not for their use, but for distribution among persons these friends desire to please. Thus many persons who have no desire to enter the civil-service are induced to become applicants for admission; and in this way, to the great inconvenience of the commission and the disappointment of many hundreds of persons who do desire admission, the number of applicants is increased much in excess of the needs of the service. For the purpose of preventing interested parties from thus using the blank forms of application in this injurious manner, the commission proposes to have Rule IX so amended that requests for blank forms of application to customs and postal boards of examiners must be made in writing by the persons desiring examination, and so that no blank form shall be furnished to any person who does not request it for his own use.

In view of these facts and considerations, the commission respectfully advises that Rule IX be amended as above herein set forth.

We have the honor to be, sir, with much respect, your obedient servants,

A. P. EDGERTON,
JOHN H. OBERLY,
CHARLES LYMAN,

United States Civil-Service Commissioners.

No other amendments of the rules or regulations, general or special, have been made since March 4, 1885.

III.

The commission has directed by the resolution copied above to also send to the senate copies of any and all special orders, or general orders, made, by any authority, in reference to the amendments of the rules and regulations, general and special, made since March 4, 1885, "or action thereunder since that date."

Under the amendment of Rule XXII, made on March 18, 1885, several persons were transferred from the President's office to places in the classified departmental service, and were appointed to those places without passing the examination provided for testing the qualifications of applicants for such places.

Under the amendment of clause 1 of Rule XI, made on June, 2, 1885, that "no person who, having been appointed or employed on probation, has been dismissed before *being absolutely appointed*, shall be examined within two years after the date on which

he has been thus dismissed," the commission made a decision, a copy of which is as follows:

Held, That the provisions of the last sentence of clause 1 of Rule XI, excluding from examination for two years, &c., applies only to cases which have arisen since the exclusion involved was put in the rule.

Under this construction of the June 2 amendment of Rule XI, only those probationer who failed to receive absolute appointments after June 2, 1885, were excluded from examination for two years. Those who failed to receive absolute appointments before that date were not denied the right to be examined, certified, and appointed.

Under the amendment of clause 8 of Rule XIX, made on June 15, 1885, deputy naval officers and deputy surveyors of customs were excepted from examination, and since that date all such officers have been appointed without examination.

Under Special Rule No. 4, providing that appointments to the one hundred and fifty places in the pension office authorized by the act of March 3, 1885, should be separately apportioned by the appointing power, on July 20, 1885, a list of three hundred and fifty-three names of persons, most of whom had been examined and declared eligible for those places prior to March 4, 1885, were certified to the Secretary of the Interior, and on July 23 the commission approved the following letter written in explanation of this certification, which was numbered 73:

UNITED STATES CIVIL-SERVICE COMMISSION.

Washington, D. C., July 23, 1885.

SIR: Referring to certification No. 73, of 340 [353] names for filling the vacancies for special examiners in the pension office, and to the application papers of those certified, which are now ready for delivery to the messenger of the department, I am instructed by the Civil-Service Commission to make this explanation:

In the ordinary course of certifications, the duty of making them in such order as to bring about an appropriate apportionment among the states, etc., is, by the sixteenth rule, devolved upon the commission; but it was the view of the President, as it was of President Arthur, that there was decisive reasons why these pension appointments should be separately apportioned by the appointing officer. The President accordingly, on the 16th instant, promulgated a special rule for these appointments, of which the following is a copy:

"SPECIAL RULE NO. 4.

"Appointments to the one hundred and fifty places in the pension office provided to be filled by the act of March 3, 1885, except so far as they may be filled by promotions or transfers, must be separately apportioned by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly and the residence and qualifications of the applicants will permit."

A prior rule covering the same subject may be found at page 69 of the last annual report of the commission. It will be readily perceived that it would not be practicable for the appointing officer to make the proper apportionment unless he had the names and residences before him of all those from among whom the selection is to be made. The commission, therefore, has certified together all those who have been examined for the vacancies and found competent for appointment.

It may further be explained here that inasmuch as the qualifications required make business or practical experience relatively more important, as compared with attainments, than in the case of appointments to ordinary clerical places, the commission has, under the authority conferred by the civil-service act and the seventh rule, reduced the minimum of eligibility from sixty-five to fifty in these cases.

It will be noticed that that rule also gives the commission the control of certifications for special places like these in question, so that in making them it is not limited to four persons, as it is in the case of a general or limited examination.

It follows, therefore, that the duty of making an equitable apportionment, as nearly as practicable, under the third subdivision of section 2 of the civil-service act, is, by this special rule, devolved upon the appointing officer, and that the commission can properly have no further participation in making such apportionment.

The commission begs very respectfully to ask that the selections may be made, that it may be informed of those selected, and that the examination papers may be returned to this office at as early a date as will suit the convenience of the department, because some of the persons here certified are candidates for vacancies in other de-

partments for which they cannot be certified so long as they are held by the Interior Department for the purpose of these appointments to the pension office.

Repeating that the papers of the three hundred and forty [three hundred and thirty-three] persons certified now await the messenger of the Interior Department, I have the honor of being, your obedient servant,

R. D. GRAHAM.
Secretary

Hon. L. Q. C. LAMAR,
Secretary of the Interior.

The three hundred and fifty-three names contained in certification No. 73, Interior Department, were divided among the states, the territories, and the District of Columbia, and the apportionment was made by the appointing officer as follows:

States.	Number of names certified.	Appointments made
Alabama	1	
Arizona	1	
Arkansas	1	
California	1	
Colorado	3	
Connecticut	3	
Delaware	1	
District of Columbia	5	
Georgia	2	
Illinois	33	
Indiana	14	
Iowa	11	
Kentucky	3	
Maine	10	
Maryland	6	
Massachusetts	31	
Michigan	10	
Minnesota	2	
Mississippi	1	
Missouri	18	
Nebraska	1	
New Hampshire	15	
New Jersey	11	
New York	40	
North Carolina	4	
Ohio	22	
Oregon	1	
Pennsylvania	65	
Rhode Island	10	
Tennessee	4	
Texas	2	
Utah	1	
Vermont	12	
Virginia	3	
West Virginia	4	
Wisconsin	1	
Total	353	

Nearly all of the three hundred and fifty-three names contained in certification No. 73 had been, prior to March 4, 1885, sent to the Secretary of the Interior at least once before. Consequently, under the regulation then in force, that the names on a special pension examiner register should be certified only three times, unless otherwise ordered by the commission, most of the names on the special pension examiner register were not certified again after they had been certified the third time in Certificate No. 73. Therefore, in response to the next request for the names of persons eligible for appointment to the grade of special pension examiner, only sixty-nine names were sent to the Secretary of the Interior in certificate No. 81. These names were divided among the several states and territories and the District of Columbia, and the appointments made were apportioned as follows:

States.	Number of names certified.	Apportion- ment made by the appointing power.
.....	1	1
.....	2	.....
Columbia.....	1	.....
.....	16	6
.....	7	2
.....	3	1
.....	5	4
.....	2	1
.....	1	.....
.....	1	.....
.....	1	.....
.....	1	1
.....	6	4
.....	1	.....
.....	1	.....
.....	2	.....
.....	1	.....
.....	4	1
.....	6	3
.....	4	1
.....	1	.....
.....	2	2
.....	2	.....
.....	1	.....
.....	72	27

On March 3, 1885, the matter of certifications for the special pension examiner was referred to Commissioner Trenholm for investigation and report. On December 6 the commissioner reported as follows:

REPORT.

The matter of certifications to the Department of the Interior to fill vacancies in the assignments of special pension examiners to field duty under the act of March 3, 1885, referred to the undersigned, it is respectfully reported: The act of March 3, 1885, is identical in terms with that of July 7, 1884, relating to special pension examiners. The records of the commission show that the certifications under the act of 1884, had impressed upon them exceptional features, as follows: The whole list of eligibles were certified over and over again. The minimum grade was lowered from 65 to 50 by resolution passed July 26, 1884. The reduction of grade was on August 12 made retroactive, of which the effect was to place on the register and cause to be certified the names of twenty-four persons who had passed at 50 and upwards, but below 65, before July 7, 1884. They had been stricken off as ineligible from the time of examination until August 12. The persons not appointed as special examiners and whose standing was 65 or over were placed on the regular register of pension examiners. The limitation of three certifications was annulled. In view of the facts ascertained, of the special methods established by precedent, and the needs of the service as set forth by the honorable commissioner of pension examiners, it is respectfully recommended: That all persons now on the register, whose names have been certified three times be stricken off. That there shall be added to the register the names of all persons examined up to and whose standing is 50 or over. That these things being done, all the names then on the register be certified to the Department of the Interior in compliance with Request No. 33, of November 30. That the resolution of July 26, 1884, fixing the limit for eligibility for those persons below 50, be rescinded, the rescinding to take effect on and after January 1, 1886. That no examinations be held for pension examiners until after January 1, 1886, at Knoxville, Tenn., which is called for as an act of justice to two applicants. Very respectfully,
W. L. TRENHOLM.

This report was adopted in the form of resolutions, and in accordance with the recommendation thereof, "that these things being done, all the names then on the register be certified to the Secretary of the Interior in compliance with Request No. 38, of November 30," the whole list of special pension examiner eligibles was, on December 8, certified to the Secretary of the Interior. The names contained in this certificate, No. 90, were divided among the several states and territories and the District of Columbia, and the appointments made were apportioned as follows :

States.	Number of names certified.	Apportionment made by the appointing power.
Alabama	1	1
Colorado	2	.....
District of Columbia	2	.....
Illinois	11	3
Indiana	11	4
Iowa.....	2	1
Kansas	1	.....
Kentucky	1	.....
Louisiana.....	1	.....
Maryland	1	1
Minnesota.....	1	.....
Missouri.....	3	1
New Hampshire.....	1	.....
New Jersey	1	.....
New York.....	3	1
North Carolina.....	1	.....
Ohio.....	5	1
Pennsylvania	7	2
Tennessee.....	5	2
Texas	1	.....
West Virginia.....	2	.....
Wisconsin.....	1	.....
Total.....	64	18

On February 6, 1886, Certifications Nos. 95, 96, 97, and 93, containing four names each, of persons eligible for the grade of special pension examiner were made to the Secretary of the Interior, for the purpose of enabling him to fill certain vacancies then existing in the grade mentioned. The following communication was sent with these certifications :

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., February 6, 1886.

SIR: In response to your request of the 5th instant, for certifications to be made to fill certain vacancies in the positions of special examiners in the pension office, the commission instructs me to say that it has made four certifications of this date, from each of which, under the rules, it assumes appointments will be made. While the rules require only one appointment to be made from each certification, they allow more than one to be made in the discretion of the appointing officer.

As soon as informed of the selection from these four certifications the commission will make others for filling the remaining vacancies. And I may add that none of the persons mentioned in these certifications will be certified more than twice, except on the request of the appointing officer, unless the commission shall find occasion for making a special order for a third certification of the same persons.

I have the honor of being your obedient servant,
R. D. GRAHAM,
Secretary.

Hon. L. Q. C. LAMAR,
Secretary of the Interior.

Upon the request of the Interior Department, the commission, on April 7, 1886, made the following order :

Ordered, That the request of the Interior Department for the certification of Messrs. B. P. McDaniel, of Illinois, J. M. Claudy, of Pennsylvania, and C. H. Fuller, of Illinois, from the special register for pension examiners, to fill vacancies in the corps of

to above, as required by clause 1 of Rule XVI. The communication in which this explanation was asked for was as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., May 12, 1886.

SIR: The Civil-Service Commission had the honor of receiving, on the 5th of February last, your communication of that date, in which you requested that there be certified to your department the names of persons eligible for appointment as special examiners in the pension office that selections might be made therefrom to fill seven (7) vacancies then existing in said grade, and there were accordingly made to you on that day four certifications, numbered 95, 96, 97, and 98, containing four names each, and including all the names on the register eligible for certification and appointment at that time.

By your communication of the 26th of March last, this commission was advised that from the last-named of the above certifications, Henry C. Duncan and James G. Knight had been selected and appointed, their appointments taking effect, respectively, on the 17th of February and 3d of March. With your communication were returned the examination papers of all those certified.

Inviting your attention to a provision of clause 1 of Rule XVI of the civil-service rules adopted and promulgated by the President, which requires that a selection and appointment shall be made from the four names certified to fill any vacancy, this commission desires to be informed why this provision was not complied with in the case of the first three of the above-named certifications.

Very respectfully,

Hon. L. Q. C. LAMAR,
Secretary of the Interior.

R. D. GRAHAM,
Secretary.

To this communication the Secretary of the Interior made the following reply:

DEPARTMENT OF THE INTERIOR,
Washington, D. C., May 20, 1885.

THE CIVIL-SERVICE COMMISSION:

GENTLEMEN: I have to acknowledge the receipt of your communication of the 12th instant, referring to your Certifications Nos. 95, 96, 97, and 98, dated February 8 last, of all persons then eligible for appointment as special examiners in the pension office, four being named in each certification, and making inquiry why a selection was made from only one of said certifications, and none from the first three, and further inviting attention to the provisions of clause 1 of Civil-Service Rule XVI, requiring that a selection and appointment shall be made from the four names certified to fill any vacancy. In reply I have to say that it has several times occurred during the past two years, when certifications of persons eligible for appointment as special examiners have been received in response to requests in which were stated the number of vacancies to be filled, that this department did not find it desirable, considering the apparent qualifications of those certified, to fill from the certifications furnished all of the vacancies referred to as existing.

The following table shows the number of such instances:

Number of vacancies to be filled, as per the request.	Certifications.		Date of certification.	Number of appointments therefrom.
	Consecutive No.	Names thereon.		
150	2	33	July 8, 1884.....	29
130	5	1	July 10, 1884.....	1
129	7	7	July 23, 1884.....	5
64	45	324	August 16, 1884.....	55
8	46	81	August 23, 30, 1884.....	5
3	57	341	September 22, 1884.....	3
60	73	351	July 20, 1885; August 5, 11, and 15.....	26
53	81	72	October 23, 1885; November 24, 1885.....	26
13	90	64	December 8, 26, 1885.....	11

No objection to the course pursued was made to the department at those times, and in fact at no other time until the present. This department has not been informed that the Civil-Service Commission has adopted action in such cases different from that heretofore pursued. In your letter of July 23 last, transmitting Certification No. 73, it was explained that the duty of making an equitable apportionment of the appoint-

ents devolves upon the appointing officer, and that the commission was not limited presenting only four names in each certification for special places, like these in question, as in the case of a general or limited examination, and that the "commission can properly have no further participation in making such apportionment." It also seems, inasmuch as the persons certified for appointment as special examiners in the pension office are eligible under such certification for appointment as special examiners only, and in this department only, that clause 1 of Rule XVI, which requires that a selection and appointment shall be made from the four names certified to fill any vacancy with a view to insuring the proper apportionment, does not apply to certifications for special examiners, particularly when Special Rule 4 is considered, relating to said places and providing for their apportionment "by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly, and the residence and qualifications of the applicants will permit." This special rule, made in pursuance of law, and approved by the President, is regarded equally, with clause 1 of Rule XVI, as binding in this department.

The grade of special examiners being peculiar, and no objection having been made heretofore to a selection of a less number of persons from any list than would fill all the vacancies that the list was intended to provide for, the department did not see why a different course should be pursued in making selections from the names presented at any one time and in compliance with one request, even if the names were divided into several certifications, as were the sixteen names in the certifications referred to in your letter of the 12th instant. The requirement of a selection of at least one name from each certification, as provided in clause 1, Rule XVI, certainly appears to be modified by Special Rule 4 so far as special examiners in the pension office are concerned.

I would further say that in the letter of the commissioner of pensions, announcing his selection of Messrs. Duncan and Knight from the last of the four certifications (No. 98), and recommending their appointment, he called attention to the fact that of the sixteen names certified, ten had been submitted twice before, four once before, and the remaining two are new names and are those selected." Considering the statement of the commissioner in reference to his selection, and the fact that the other fourteen names on said certifications (which included the names of all persons eligible) had been previously considered and not selected, his recommendation was approved.

Very respectfully,

L. Q. C. LAMAR,
Secretary.

To this communication the commission replied as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., May 25, 1886.

SIR: The Civil-Service Commission has the honor to acknowledge the receipt of your esteemed favor of the 20th instant, in which you state your reasons for making a selection from Certification No. 98, of Certifications No. 95, 96, 97, and 98, dated February last, and none from the first three.

In reply, permit the commission to call your attention to several passages of your communication. You say:

"The requirement of a selection of at least one name from each certification, as provided in clause 1 of Rule XVI, certainly appears to be modified by Special Rule 4, so far as special examiners in the pension office are concerned."

You also say:

"This special rule, made in pursuance of law and approved by the President is regarded equally with clause 1 of Rule XVI as binding in this department."

Referring to the action of the commission under Special Rule 4 you say:

"In your letter of July 23 last, transmitting Certification No. 73, it was explained that the duty of making an equitable apportionment of the appointments devolves upon the appointing officer, and that the commission was not limited to presenting only four names in each certification for special places like these in question, as in the case of a general or limited examination, and the commission can properly have no further participation in making such apportionment."

You also say:

"It also seems, inasmuch as the persons certified for appointment as special examiners in the pension office are eligible under such certification for appointment as special examiners only, and in this department only, that clause 1 of Rule XVI, which requires that a selection and appointment shall be made from the four names certified to fill any vacancy with a view to insuring the proper apportionment, does not apply to certifications for special examiners, particularly when Special Rule 4 is considered relating to said places and providing for their apportionment by the appointing power, etc."

Acting under this understanding of Special Rule 4, and of precedents made by the action of the commission under that rule, and having received no notice that the

commission had at any time adopted any rule inconsistent with its actions in regard to certifications for special pension examiners heretofore taken, you believe, the commission understands you to say, that you may require the commission to certify to you, upon every requisition made by you for names to fill vacancies among the special pension examiners, the whole list of eligibles for special pension examiner; that, consequently, you treated Certifications Nos. 95, 96, 97, and 98 as a certification of the whole list of eligibles, and not as certifications from each of which you were required to select one applicant and appoint him under clause 1 of Rule XVI.

The commission recognizes the fact that, under the construction heretofore uniformly given to Special Rule 4, and the precedents heretofore made by the commission, your action in the matter of Certifications Nos. 95, 96, 97, and 98 cannot, in fairness, be considered objectionable.

But the commission made the certifications referred to in the expectation that one name would be taken from each certification, and it made the certifications in question in this expectation because they were made in exact conformity with a verbal agreement entered into last December between Mr. Trenholm, then a member of the Civil-Service Commission, and General John C. Black, the commissioner of pensions. The commission understood that under this agreement the Secretary of the Interior would make requisitions for names to fill vacancies among the special pension examiners, and that in response to such requisitions a certification of four names for each vacancy should be made.

It appears, however, that the honorable Secretary of the Interior does not agree with the honorable commissioner of pensions that certifications to fill vacancies among the special pension examiners may properly be made in this manner, and insists upon his right to have a certification of the whole list under Special Rule 4, so that he may apportion the special examiners among the states and territories, in which apportionment the commission has heretofore said it can not properly participate.

While, therefore, the commission insists that, in making the certifications referred to, it acted strictly in conformity with a verbal agreement existing between the Civil-Service Commission and the commissioner of pensions, the commission does not insist that this agreement can or should control in this matter. The commission therefore takes pleasure in saying that it is entirely satisfied with your reply to the questions of its communication of the 12th instant, which questions it would never have asked if it had not believed that, in making Certifications Nos. 95, 96, 97, and 98, it was acting with your knowledge under an agreement of the commission with Commissioner of Pensions Black.

With assurances of the commission's high regard, I have the honor to be, sir, with much respect, your obedient servant,

A. P. EDGERTON,
President.

Hon. L. Q. C. LAMAR,
Secretary of the Interior.

In accordance with the statement of the commission, made in the communication above quoted, that the Secretary of the Interior was entitled, under Special Rule No. 4, to the whole list of eligibles for the grade of special pension examiner, Certification No. 116, Interior Department, was made on May 25, 1886, and from this certification eleven appointments were made and apportioned as follows:

States.	Number of names certified.	Apportionment made by the appointing power.
California.....	1	1
Connecticut.....	1	1
Delaware.....	1	1
District of Columbia.....	1	.....
Illinois.....	2	.....
Indiana.....	4	.....
Iowa.....	1	.....
Maryland.....	2	1
Massachusetts.....	1	.....
Minnesota.....	1	.....
New Hampshire.....	1	.....
New York.....	3	1
Ohio.....	1	.....
Pennsylvania.....	1	.....
Tennessee.....	4	.....
Total.....	25	11

On 10, 1886, Certification No. 117 was made to the Secretary of the Interior, to him to fill one vacancy then existing in the grade of special pension examiner. Names certified were distributed among the states and territories and the District of Columbia, and the apportionment was made as follows:

States.	Number of names certified.	Apportionment made by the appointing power.
District of Columbia.....	1	.....
.....	3	.....
.....	1	.....
.....	1	.....
Massachusetts.....	1	.....
.....	1	.....
Massachusetts.....	1	.....
.....	1	.....
.....	2	.....
.....	1	.....
.....	2	.....
.....	2	.....
.....	16	.....

Related statement of all the appointments made under Special Rule No. 4, and apportionment made by the appointing power, is as follows: These appointments were made between March 4, 1885, and July 1, 1886, when Special Rule No. 4 was to be effective:

States.	Whole number of names certified.	Apportionment made by the appointing power.
.....	4	3
.....	1	.....
.....	1	1
.....	1	2
.....	2	.....
.....	4	2
.....	2	1
District of Columbia.....	7	2
.....	2	.....
.....	50	16
.....	29	9
.....	14	3
.....	5	4
.....	5	1
.....	1	.....
.....	10	2
.....	9	3
Massachusetts.....	32	.....
.....	11	2
.....	3	.....
.....	1	1
.....	25	6
.....	1	.....
Massachusetts.....	10	.....
.....	12	.....
.....	16	2
.....	6	.....
.....	28	2
.....	1	1
.....	75	8
.....	10	.....
.....	11	5
.....	2	1
.....	1	.....
.....	12	.....
.....	5	2
.....	7	3
.....	3	1
.....	455	84

On July 14, 1886, the commission received a communication from the Secretary of the Interior, inclosing a request from the commissioner of pensions, as follows:

DEPARTMENT OF THE INTERIOR, PENSION OFFICE,
Washington, D. C., July 12, 1886.

Hon. L. Q. C. LAMAR,
Secretary of the Interior:

SIR: I have the honor to request, most respectfully, that a call be made upon the Civil-Service Commission for the list of eligibles for special examiners in this office; that selections may be made therefrom to fill eight vacancies now existing in said grade.

Very respectfully,

JOHN C. BLACK,
Commissioner.

This inclosure was indorsed as follows:

[Request No. 68.]

DEPARTMENT OF THE INTERIOR,
July 13, 1886.

Respectfully referred to the Civil-Service Commission, with the recommendation that the request of the commissioner of pensions be complied with.

L. Q. C. LAMAR,
Secretary.

Upon this request, the commission on July 14, 1886, adopted the following statement and resolution:

Acting upon the advice of the Civil-Service Commission, on July 16, 1885, the President approved Special Rule No. 4, as follows:

"Appointments to the one hundred and fifty places in the pension office, provided to be filled by the act of March 3, 1885, except so far as they may be filled by promotions and transfers, must be separately apportioned by the appointing power in as near conformity to the second section of the act of January 16, 1883, as the need of filling them promptly, and the residence and qualifications of the applicants, will permit."

The commission has heretofore held that, under this rule, the whole list of names of persons eligible for appointment as special examiners in the pension office must be certified to the appointing officer, for the purpose of affording him an opportunity to apportion the appointments of special pension examiners among the several states and territories and the District of Columbia.

The commission, as now constituted, is of the opinion that the whole list of eligibles should not be unconditionally certified to any appointing officer, unless there is some exigency demanding such action. In the opinion of the commission there is now no necessity that the appointing officer should apportion the appointments of special pension examiners, and there is now no exigency requiring the certification of the whole list of eligibles for special pension examiners, as has heretofore been done: Therefore,

Resolved, That the commission will not advise the President to renew Special Rule No. 4 and apply it to the one hundred and fifty places in the pension office provided for by the bill now pending in Congress, making appropriations for the legislative, executive, and judicial expenses of the government for the fiscal year ending June 30, 1887, and for other purposes;

Resolved, That, hereafter, whenever a requisition is made for names to fill a vacancy in the grade of special examiners in the pension office, only four names shall be certified, to be taken from those graded highest on the eligible register of special pension examiners.

Under the above stated action of the commission, certifications to fill vacancies in the grade of special pension examiner are now made in the same way that certifications are made from the limited and general registers, under clause 1 of Rule XVI, four names being taken for each certification from those graded highest on the register of persons eligible for the grade of special pension examiner, regard being had to the apportionment by the commission of appointments to the states and territories, and the District of Columbia, as required by law.

Before the amendment to clause 7 of Rule XIX, that medical examiners are not included among persons whose employment is exclusively professional, several persons

appointed without examination to that grade. The amendment referred to by the President on August 5, 1885, and since that date medical examiners for the pension office have been appointed from the commission's register of eligibles to that grade.

Special Rule No. 5, approved October 1, 1885, the commission issued a circular, and addressed it to the several boards of examiners in the classified customs and postal services, in which circular the commission said:

It is to be noted that the effect of this special rule is to supersede, so far as the customs and postal services are concerned, the regulation made by the commission on the same date last, which provided that those then standing eligible on any register remain thereon until January 1, 1886.

Therefore, in the customs and postal services, no person, who, on the first day of November, 1885, shall have been one year on any register can be thereafter certified to the register, but is to be treated as off the register.

But, clause 4,* as it stands in the *third* edition of the second annual report of the commission remains unaffected.

Under these instructions all persons who, on November 1, 1885, had been one year on the customs or postal register, which was not a register of persons who had been appointed on subjects of a special or technical character, were dropped.

By amendment of Regulation 9, made March 23, 1886, each examining board in the customs and postal service was deprived of its right to elect its chairman and secretary; the duty of appointing these officers was imposed upon the commission. On May 26, 1886, the commission adopted a resolution stating the manner in which the chairman and secretary of each board should be nominated, and defining the duties of these officers. The resolution was as follows:

Resolved, That the secretary and chairman of each board of examiners for a customs district, and for a postoffice, shall be appointed by the commission upon nomination by each of such boards, in the following manner:

At the first Thursday of July, 1886, or as soon thereafter as the board can be convened, and every year thereafter on the first Thursday of July, at 10 o'clock a. m., at the place of meeting, every customs district board and postoffice board shall, by a vote, shall nominate to the commission one of its members for appointment as chairman and one of its members for appointment as secretary of the board. The result of this vote shall be, without delay, reported to the commission. The member nominated for chairman shall enter upon the discharge of the duties of chairman, and the member nominated for secretary shall enter upon the discharge of the duties of secretary as soon as the result of the nominating vote has been announced; they may serve until their successors have been nominated at the next succeeding meeting, unless the commission shall refuse to confirm the nominations, and make other appointments than those advised by the board. When a vacancy occurs in the office of chairman or secretary, the board shall, at a meeting ordered by the commission for the purpose, nominate a member to fill the vacancy, and the member so nominated shall, upon the announcement of the nominating vote, become acting chairman or secretary, and may continue to act until his successor has been nominated at the next succeeding annual meeting, unless the commission refuse to confirm the nomination and appoint another member to the vacant place.

The customs and postoffice board shall meet for the transaction of business on the first Thursday of each month, at 10 o'clock a. m., unless some other hour shall be determined upon by action of the board. At the regular monthly meeting the board shall receive upon a report to be made to the commission, in which report the transactions of the board during the preceding month shall be stated, and any suggestions regarding the business of the board or the condition of the service may be made.

At his own motion the chairman may, and upon the request of any other two members of the board or of the commission made in writing he shall, call a special meeting of the board, giving to each member in writing at least one day's notice of the time and place of the proposed meeting.

The chairman shall perform whatever duties the commission, or the board acting in the name of the commission, may impose upon him. When present, he shall pre-

Section XVI, clause 4, is as follows: "No one shall remain eligible more than one year on any register except as may be provided by regulation; but these restrictions shall not extend to examinations under clause 5 of Rule VII." Clause 5 of Rule VII provides for examinations upon other subjects of a technical or special character, for which a capacity which may be needed in any part of the classified service requires special information or skill.

side over the meetings of the board. In his absence any other member may be called to the chair.

The secretary shall—

1. Keep a record of the proceedings of the board.
2. Keep, according to the form prescribed by the commission, a record of all applications and examinations.
3. Mail, at least eight days before an examination, to each applicant for such examination, a notice of the time and place at which it will be held: *Provided*, That if the commission, in ordering the examination, shall instruct the board that only a limited number of the applicants for the examination shall be examined, the secretary shall give the notice herein prescribed to no more than the number of applicants ordered to be examined, commencing with the applicant whose application has been longest on file, and taking each of the other applicants in the order of the filing of his application.
4. When an examination is made by the board, of which he is a member, of applicants for admission to the classified departmental service, report such examination to the commission upon the blank form prescribed.
5. Report, upon the blank form prescribed, every examination made of applicants for admission to the classified service at his postoffice or in his customs district.
6. Keep the registers of persons eligible for appointments. He shall not permit an appointing or nominating officer, or any other person, to have possession of, or have a copy of, such registers, or any of them; and he shall not permit the appointing or nominating officer, or any other person not a member of the board, to inspect or examine the eligible registers, or any of them, or inspect or see a copy of them, or any of them.
7. Upon the request of an appointing or a nominating officer for the names of persons eligible for appointment to an existing vacancy in the office of such officer, certify to him the names of the four competitors graded highest on the eligible register from which the vacancy must be filled: *Provided*, That if there is on the eligible register from which a certification is being made the names of a competitor marked claiming preference for appointment under section 1754 of the Revised Statutes, name, no matter what his rating may be, shall be one of the four names certified and shall be placed at the head of the list. If there are on the register the names of more than one competitor claiming preference for appointment under section 1754 of the Revised Statutes, they shall, if the names are not more than four in number, all made, in the order of their relative standing on the register, a part of the list of four names certified. *And provided further*, That if there is on the said eligible register the name of a person so defective in sight, speech, or hearing, or who is otherwise apparently disqualified for some of the duties of the place to be filled, his name may, after it has been reached on the register, be certified in addition to the other names certified: *And provided further*, That more than four names may be certified from a special eligible register upon the order of the commission, and when an appointing or nominating officer has made a request for more than four names and such request has been approved by the commission: *And provided further*, That the names of all persons passing a non-competitive examination shall be certified.
8. Make monthly report, upon the blank form prescribed, of the name of every person appointed to or employed upon certification from any of the eligible registers to the board. Also the name of every person absolutely appointed or employed at probation, and of every probationer not thus appointed or employed; of the promotion, removal, discharge, resignation, transfer, or death of any person appointed or employed upon certification from any of the eligible registers of the board.
9. Whenever the board decides that a necessity exists for holding an examination under its supervision, notify the commission of this decision, in accordance with the directions of Regulation 13.
10. Promptly sign and deliver to any applicant who has been objected to by an appointing officer, because of applicant's ill health or physical incapacity, the blank form specified in Regulation 16.
11. Have charge of all books and papers of the board, and be responsible for their safe-keeping.
12. Perform the duties specified in the instructions to examiners, and such other duties as the commission, or the board acting by its authority, may impose upon him.

Instructing the several customs and postal boards of examiners respecting their duty in making nominations for chairman and secretary, the commission, on July 1886, issued the following circular letter, addressed to the secretary of each board

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 19, 1886

SIR: The commission holds that neither the private secretary of an appointing or a nominating officer, nor the officer who, in the absence of an appointing or a nominating officer, is in charge of the board, shall be eligible for appointment to the classified service.

acting officer acts in his place, should be either chairman or secretary of a board of examiners. In the opinion of the commission the confidential relations existing between the private secretary of an appointing or a nominating officer and such an officer are of a character to make the reasons that have excluded appointing and nominating officers from official places on boards of examiners apply with almost equal force against the policy of allowing private secretaries to occupy official places on such boards. The reasons that exclude an appointing or a nominating officer from an official position on a board of examiners should exclude the officer who in his absence acts in his place.

Therefore, the commission refuses to confirm any nomination made by any board of chairman or secretary who is the private secretary of the appointing or nominating officer, or who is the officer that would, in the absence of the appointing or nominating officer, act in his place; and every board that has made such a nomination is hereby directed to make at its next regular monthly meeting another nomination, and without delay make report thereof to the commission. The nominees whose nominations are hereby rejected shall continue to act until other members of the board have been nominated for the said offices of chairman and secretary.

And I am, very respectfully, your obedient servant,

ROBERT D. GRAHAM,
Secretary.

On September 1, 1886, the resolution of June 26, 1886, was amended as indicated in the following circular letter, which was addressed to the several boards of examiners in the classified customs and postal services:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., September 1, 1886.

SIR: Respectfully calling attention again to the resolution of instructions to boards of examiners for the classified customs and postal services, adopted by this commission June 26, 1886, as to the organization and duties of boards, I am now to say that the resolution has been this day amended so that the third paragraph now reads as follows:

"Each customs and postoffice board shall meet, for the transaction of business on the first Thursday of each month, at 10 o'clock a. m., unless some other hour shall be determined upon by action of the board. At the regular monthly meeting the board shall agree upon a report to be made to the commission, in which report the transactions of the board, including all certifications from its eligible registers *during the preceding month* shall be stated, and any suggestions concerning the business of the board or the condition of the service may be made. The report of certifications must show the grading of each eligible certified and the name of the person selected for appointment from each certification. The report must also state the approval or disapproval of the board of all the transactions and certifications of the preceding month."

It will be observed that it is required that at each monthly meeting the secretary of the board must submit for the approval of the board, in his report of the transactions during the preceding month, a copy of all certifications made from the eligible registers of the board during the month, showing the grading of each eligible certified and the name of the person selected for appointment from each certification. The report of transactions and certifications made during the month must be transmitted to this commission by the board, together with its approval or disapproval, as the case may be.

The commission will also expect to receive in such reports such recommendations and suggestions as the business of the board or the condition of the service may seem to demand.

Very respectfully,

ROBERT D. GRAHAM,
Secretary.

Under the amendment of Regulation 9, imposing upon the secretaries of boards of examiners in the customs and postal services the duty of directing the manner in which certifications are to be made to appointing officers, the commission, on June 24, 1886, adopted the following preamble and resolutions relating to the soldier-and-sailor claim of preference in civil appointments:

Whereas section 1754, Revised Statutes, provides that:

"Persons honorably discharged from the military and naval service by reason of disability resulting from wounds or sickness incurred in the line of duty shall be pre-

ferred for appointment to civil offices, provided they are found to possess the business capacity necessary for the proper discharge of the duties of such office”:

Resolved, That the commission and the several boards of examiners at postoffices and custom-houses shall hereafter give preference in certification to any person who by reason of an examination has been placed on an eligible register, and who, in his application, has made the claim that he has a right to be preferred for appointment in the civil-service under section 1754, Revised Statutes, and has stated:

1. The company and regiment in which, or the vessel on which, he was serving at the time the disability was incurred, and the date and place of his discharge.

2. That his disability, incurred in the line of duty, resulted from sickness or wounds, giving the character of the wound or sickness, and the time, place, and circumstances under which it was received or incurred.

This preference in certification shall be made in the following manner: If a competitor for appointment has, in his application, made claim of preference under section 1754, this fact shall be noted in connection with his name on the register of eligibles on which it appears, and his name shall be placed at the head of any list of names certified for any vacancy for which he is eligible. In making the certification a foot-note reference to the name shall be made in the following words:

“Applicant claims preference under section 1754, Revised Statutes.”

If there are on the register of eligibles from which a certification is to be made the names of several competitors claiming the right to be preferred for appointment under section 1754, the names of all such competitors shall be put into the certificate in the order of their rating, provided no greater number of the names of such competitors shall be put into a certificate than may be certified at one time under the rules.

Resolved, That, by giving preference in certification to an applicant claiming preference in appointment under section 1754, Revised Statutes, no opinion on the merits of the claim is expressed. The preference is given for the purpose of allowing the appointing officer an opportunity to exercise his right of passing upon and determining the claim.

Notice of this action of the commission was transmitted to all customs and postal boards of examiners by circular letter dated June 11, 1886.

On September 17, 1886, the commission made the following additional order in relation to the certification of soldier-and-sailor-preference-claiming eligibles:

It is directed that upon any requisition being made by any appointing officer for eligibles to fill any vacancy in the classified civil-service, the certifying officer shall certify from the eligible register of the state from which the eligibles are to be drawn the names of all persons who have a claim to preference to appointments under section 1754, U. S. Revised Statutes; provided, however, that if there are upon said register the names of more than four persons who have a claim of preference, only four of them shall be certified in the order of their grading. If upon the register of the state entitled to an appointment there are not preference-claiming eligibles enough to fill a certificate, or if there is upon said register the name of no preference-claiming eligible, the certifying clerk shall complete or make the certification by taking the names of preference-claiming eligibles from the registers of other states, taking care to select from such state registers in the order of the right of each state to an appointment under the apportionment authorized to be made by the commission. If upon the register of no state entitled to an appointment there is the name of a preference-claiming eligible, and the name of such an eligible appear upon the register of a state the quota of which has been filled, the name of such preference-claiming eligible shall be certified.

After the adoption, on March 23, 1886, of Regulation 55 (now numbered 54), the commission commenced to drop from the record of applications the names of applicants for examination from certain states that had been on the record six months or more. Notice of this action was given to each of the dropped applicants by a circular letter, as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., ———, 188—.

To ——— ——— :

The Civil-Service Commission has found it necessary to exercise the authority conferred by clause 3 of Rule XIII in the manner and for the reasons set forth on another page hereof.

And it appearing that there are more applicants on the record from your state than are likely to be examined during the next six months, you are hereby notified that your name, being among those which have been six months or more on the record or

list of applicants, has been dropped from the same, together with the names of all others who have been so long thereon, and that you can not be admitted to an examination unless you shall again become an applicant by filing a new application.

Very respectfully.

Secretary.

"The reasons set forth on another page" were as follows :

Clause 3 of Rule XIII of the civil-service rules reads as follows :

"3. The commission may, by regulation, provide for dropping from any record the applicants whose names have remained thereon for six months or more without having been reached in due course for notification to be examined."

It was anticipated, when the examinations were provided for, that the time would come when, for various states and offices, there would be so great and needless a number of applicants as to make necessary some limitation of the time they should be allowed to retain their places upon the record (books) kept of those seeking to be examined.

As the commission is required, with certain small exceptions, to notify all applicants for examination in the order of the entry of their names upon these records, it is plain that so large numbers might in a short time have their names entered therein as to prevent for years, perhaps, any other persons being reached for examination.

To enable the commission to prevent so unreasonable a monopoly Rule XIII authorizes it to provide by regulation for dropping from the records the applicants whose names have been thereon for six months or more without having been reached in due course for examination.

A regulation of that kind, while preventing such a monopoly, would allow equal chances to all for being examined. If any of those dropped desire another chance of being reached for examination, they can make a new application, and be entered upon the foot of the record.

It hardly need be stated that the object of the examination, is not primarily to examine all of those who may apply, however excessive their numbers, but to give all applicants equal opportunities for examination, and to examine so many of them as are required to secure a sufficient number from whom to make the selections of competent persons for filling the vacancies in the public service. The number examined is sure to be many times greater than the number appointed. It would obviously be a waste of the time of the examiners and a needless labor to go on with unlimited examinations regardless of the public needs, by which the chances of every one examined for an office would be made more and more remote.

It may take some time to cause the supply and demand in the matter of the examinations and appointments to fitly adjust themselves to each other; but, with a proper regulation for dropping applicants from the record, it need not be doubted that in this matter, as in all others, such an adjustment will before long be reached.

In most of the states, thus far, the number of applicants has not been beyond the number needed at the examinations, while in some of them, and also at several of the postoffices and customs-offices, and in the District of Columbia especially, the excess has become considerable. It was natural that solicitation for places and skill in securing them should be most developed in localities near Washington. The natural result has been that in these localities the number of applicants is most excessive. The primary object of the provision in the civil-service act, that appointments thereunder shall be apportioned among the states and territories in the ratios of population, was doubtless to prevent the natural consequences of these office-seeking habits near the capital, but it is in spirit none the less applicable to excessive office-seeking in other states.

On the 1st of November last the records of the commission showed the following facts as to applicants: The District of Columbia, which is entitled to only 4 appointments out of 1,000, had 285 applicants seeking examination; being more than any public interest requires to be examined in the next five years.

Maryland, which is entitled to 19 appointments out of 1,000, had 284 applicants on the records; more than twice the number for the six New England states, with New Jersey and Delaware added.

Virginia, which is entitled to 30 appointments out of 1,000, had 261 applicants; or more than twice as many as all those from Texas and all the other states bordering on the Gulf of Mexico, with those from South Carolina added.

Delaware, which is entitled to 3 appointments out of 1,000, had 19 on the records; or more than Wisconsin, Minnesota, Florida, and Vermont combined.

But there are other states not so near Washington from which the excess is considerable. Pennsylvania, which is entitled to 86 appointments out of 1,000, had 258 applicants, or 39 more than New York, which is entitled to 102 appointments out of 1,000. Ohio, which is entitled to 64 appointments out of 1,000, had 232 applicants on the records; being almost twice as many as there are from the states of Michigan, Wisconsin, Minnesota, Iowa, Missouri, and Kansas. Indiana, which is entitled to 40

appointments out of 1,000, had 182 applicants on the records; which exceeds all those from the six states last named. West Virginia and Kentucky are the next states from which the applicants most tend to an excess.

Few persons, I think, can regard it as just to allow those who have needlessly crowded onto these records to monopolize all the opportunities of being called for examination for the long time which must elapse before they will all be examined. Where all who may present themselves cannot be examined, it seems plain that each should have a fair and equal chance, and that if not reached they should give way to others absolutely, or, if they prefer, go to the foot of the records for a second opportunity.

It is especially worthy of notice that the excess of female applicants is much greater than that of males. More than one-half of the applicants from the District of Columbia, and also those from Maryland, are females. There are 81 female applicants from Virginia, 75 from Pennsylvania, and 74 from Ohio. Six times as many males as females are requested by the departments for appointment, and the commission has no authority whatever on the subject. Such facts may well be considered by persons who are in the habit of advising an excessive number of women to attend the examination, and of complaining because no places can be found for them.

Rule XIII has long since given a general notice that applicants not reached within six months are likely to be dropped, but to make the matter very clear in the future a definite regulation, as contemplated by that rule, has been adopted, as follows:

REGULATION NO. 55 (NOW 54)

Whenever the number of applicants for examination upon the record books, in the office of the commission, for any state, territory, or for the District of Columbia, or upon the record books of applicants for examination for any office in the postal or customs service shall, in the opinion of the commission, be in excess of the number likely to be examined for the same during the next six months, the commission will, as justice and the public interest may require, exercise the authority conferred by Rule XIII, by dropping therefrom all those who have been on any such records for a period of six months or more, and will cause the applicants affected thereby to be properly notified that they have been thus dropped.

On September 1, 1886, a circular letter was issued to the several boards of examiners, and to all appointing officers in the customs and postal services, as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
WASHINGTON, D. C., *September 1, 1886.*

SIR: The President has amended and promulgated Rule IX of the amended civil-service rules to read as follows:

RULE IX.

"All applications for regular competitive examination for admission to the classified civil-service must be made on blank forms to be prescribed by the commission.

"Requests for blank forms of application for competitive examination for admission to the classified civil-service, and all regular applications for such examination, shall be made:

"1. If for the classified departmental service, to the United States Civil-Service Commission, at Washington, D. C.

"2. If for the classified customs service, to the civil-service board of examiners for the customs district in which the person desiring to be examined wishes to enter the customs service.

"3. If for the classified postal service, to the civil-service board of examiners for the postoffice at which the person desiring to be examined wishes to enter the postal service.

"Requests for blank forms of application to customs and postal boards of examiners must be made in writing by the persons desiring examination, and such blank forms shall not be furnished to any other persons."

Among the reasons which induced the commission to advise the President to amend Rule IX are the following:

Under the rule, as it was formerly written, applications for competitive examination for admission to the classified customs service, and to the classified postal service, were made to the appointing or nominating officer. The evils of this way of making applications became apparent to the commission. The applicant who was a member of the party to which the appointing or nominating officer belonged too often exposed to that officer his political opinions and affiliations by statements of them, and the applicant who was a member of the opposing party exposed his political opinions and affiliations by his silence concerning them. After examination, when the notices of

standing had been given, each of the applicants who had passed made haste to inform the appointing or nominating officer of his standing. Thus that officer became informed not only of the political opinions and affiliations of all the applicants, but also of their relative standing on the eligible registers, information which he should not have had, and the possession of which, since he was the person on whom the friends of the applicants exerted partisan and personal influence to induce the selection by him of the applicants in whom they were interested, led him, consciously or unconsciously, into violations of Rule VIII—into discriminations in favor of or against applicants on account of their political opinions and affiliations.

Under Rule IX, as amended, an appointing or nominating officer will not be furnished, as he formerly was in an apparently legal manner, with information concerning applicants which he should not possess, since all requests for application blanks will be made to, and all applications be filed with, the board of examiners, and applicants will have no good reason for calling on either the board or the appointing or nominating officer after their standing has been ascertained and notice thereof has been given to them.

The commission has observed that members of boards of examiners, as well as appointing and nominating officers, furnish blank forms of application to personal and political friends, not for their use, but for distribution among persons whom these friends desire to please. Thus many persons who have no desire to enter the civil-service are induced to become applicants for admission thereto, and in this way, to the great inconvenience of the commission and the disappointment of many hundreds of persons who do desire admission into such service, the number of applicants is increased much in excess of the needs of the service. For the purpose of preventing interested parties from thus using the blank forms of application in this injurious manner, Rule IX is so amended that requests for these forms made to customs and postal boards of examiners must be made in writing by the person desiring examination, and no such form can be furnished to any person who does not request it for his own use.

For the convenience of boards of examiners, the commission has prescribed a blank form of request for the application paper for the use of persons desiring examination who apply in person for such paper, a supply of which will be furnished to all postal and customs boards. These blank forms of request, when properly filled by persons who ask in good faith for application blanks, are to be kept on file. In no case is an application blank to be given to any person until he has filled out the prescribed form of request, or be mailed to any person except in response to his request therefor made in writing.

The board of examiners is to be the custodian of all application blanks sent to it by the commission, and all requests for such blanks must be addressed to the board of examiners and not to the appointing officer. Under the rule, as amended, no appointing officer can be furnished with application blanks. When filled out, the application paper must not be filed with the appointing officer, but must be filed by the applicant with the board of examiners.

Very respectfully,

R. D. GRAHAM,
Secretary.

IV.

By the resolution of the senate, to which this communication is responsive, the commissioners are directed to send to the senate any and all information in their possession touching any and all alleged or supposed violations of any of the civil-service rules and regulations, both general and special, as they were in force on March 4, 1885, and as they stand now changed and modified since that date.

With the statement that the records of the commission give no information touching any *supposed* violations of the rules and regulations, general or special, the commission herewith sends to the senate all the information it has touching certain *alleged* violations of said rules and regulations.

The records of the commission show that on July 8, 1885, the following letter was addressed by the commission to the collector of customs at Chicago, Ill.:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 8, 1885.

SIR: On the 7th instant this commission, through transmission by the private secretary of the President, received the original charges with the letter thereto appended, both dated June 30, 1885, of which copies are inclosed. I am instructed to say that they are of so specific a character that this commission feels called upon to take notice of them. *It seems but an act of justice to furnish you this copy; and the com-*

mission hopes you will, at your earliest convenience, furnish it with your view of the facts to enable it to make a full and intelligent report to the President.

And I have the honor of being, very respectfully, your obedient servant,

R. D. GRAHAM,
Secretary.

JESSE SPALDING, Esq.,
Collector of Customs, Chicago, Ill.

On July 23, 1885, it was ordered that the charges made by John A. Scarlett against the collector of the customs district at Chicago should be returned to the President, together with the letters of Jesse Spalding, collector; of W. J. Jewell, deputy collector; of John Hitt, special deputy collector; and of Philip D. Armour, "the same being replies to said charges."

On July 24, 1885, the records of the commission show that the "letter to the President returning the charges of Scarlett and Moore against the collector of the Chicago customs district," was approved.

The letter to the President returning the Scarlett charges, etc., was as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 24, 1885.

SIR: This commission has the honor and begs leave to return to the President the charges made by one Scarlett against collector of customs at the Chicago district, together with the letters of Jesse Spalding, collector; W. J. Jewell, deputy collector; John Hitt, special deputy; and Philip D. Armour.

The commission does not feel that it has the authority to make further inquiry into the matter unless expressly requested by the President, and therefore respectfully awaits his wish.

And we have the honor to be, very respectfully, your obedient servants,

DORMAN B. EATON,
LEROY D. THOMAN,
Commissioners, &c.

The PRESIDENT.

There cannot be found in the records of the commission a copy of the Scarlett charges, or of any other of the inclosures of the letter above quoted.

On August 20, 1885, the commission received the following letter from Mr. Scarlett:

CUSTOM-HOUSE, *Chicago, Ill., August 17, 1885.*

To the U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.:

GENTLEMEN: I have been advised by the civil-service reform league, of this city, of the reference to your honorable body of my petition to the President, dated June 30, 1885, asking for an investigation into the administration of the affairs of the custom-house at this port, and for the correction of abuses if any be found; also, that a general denial of the facts alleged has been interposed on the part of those inculpated. I now desire to confirm the statements made in the petition, and to respectfully represent that a thorough investigation would not only prove their truth conclusively, but would in all probability develop new facts in the line of evasions and violations of the law, as those cited came to my knowledge without search on my part. No canvass has been made among fellow-clerks to learn what testimony they could give, but I can state with considerable assurance of accuracy that, among others—

James McNair (clerk E. and W. division, residence 2938 Groveland avenue), can testify to (reference being had to heads of petition) violations of sections 11, 12, and 13, civil-service act, abuse of authority, incompetency, and neglect of duty.

E. W. Sheibner (inspector's division, residence 322 North Wells street), can testify to violations of sections 12 and 13, double dealing, incompetency, and neglect of duty.

George A. Webster (clerk, appraiser's office, residence Desplaines, Ill.), can testify to violation of section 12, neglect of duty.

William L. Schultz (formerly clerk, E. and W. division, residence Sharpshooters' Park), can testify to violation of section 13 (with special reference to declaration of Deputy Collector Jewell).

George H. Vocke (inspector division, residence 237 North Wells street), can testify to violation of section 12 (this was, indeed, general).

John S. Marsh (statistical clerk, auditing division, residence 2325 Cottage Grove avenue), can testify to incompetency.

Those above named who are now employed in the custom-house are anxious to retain their places, and the question of the propriety of not divulging their names until they may be called upon by the commission for their sworn testimony is respectfully submitted for consideration.

Attention is invited to the accompanying letter of L. E. Tomblin, of De Kalb, Ill., formerly in the inspector's division, who voluntarily offered his testimony upon seeing a newspaper report that charges had been filed. The statement that an illegal appointment has been made confirms other information had at the time the petition was written, but which was not considered sufficiently definite to find a place therein.

I would also ask the commission to consider the hard position in which I find myself at this juncture. The charges have been brought to the knowledge of the public through the press (independently of any act or wish of mine), and should they receive no official recognition, and my dismissal should follow as a matter of course, it would be in effect my condemnation to public disgrace as a false accuser of my official superiors, when in fact my fault would be daring to complain of direct infractions of the laws. So confident am I that an investigation will result in my vindication, that I earnestly urge upon the commission the adoption of that course.

I have the honor to be, very respectfully, your obedient servant,

JNO. A. SCARLETT.

P. S.—Since the foregoing was written I have learned through unofficial sources that I am to be discharged "in September."

J. A. S.

The letter to the President returning the Moore charges is as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 24, 1885.

SIR: This commission has the honor, and begs leave to return to the President, the letter of Richard J. Moore, wherein certain complaint is made against the collector of the Chicago customs district, together with the letter of Augustus S. Campbell, secretary of the local board of examiners for said district. It seems to the commission that the reply of Mr. Campbell is a full answer to the supposed wrong. The commission has sent to Mr. Moore a copy of the reply.

And we have the honor to be, your obedient servants,

DORMAN B. EATON,
LEROY D. THOMAN,
Commissioners, &c.

The PRESIDENT.

There can not be found in the records of the commission a copy of the Moore charges or of the Campbell reply.

On July 23, 1885, the commission addressed a letter to Mr. Moore, of which the following is a copy:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 23, 1885.

SIR: Your letter of July 10th, addressed to the President, was referred to this commission, and I am instructed to say that the inclosed copy of a letter from Augustus S. Campbell, secretary of the local board of examiners at the Chicago customs district will fully explain the reasons why you have not been appointed.

And I have the honor to be, yours very respectfully,

R. D. GRAMAM,
Secretary.

RICHARD J. MOORE, Esq.,
3126 Rhodes Avenue, Chicago, Ill.

On August 10, 1885, the Commission received a letter of which the following is a copy:

CUSTOM-HOUSE BOARD OF EXAMINERS, DISTRICT OF CHICAGO,
Collector's Office, August 7, 1885.

SIR: Since my letter of the 20th of July, ulto., in the matter of Mr. R. J. Moore, he has called at this office, showed a copy of said letter, and stated that the statement therein made, to wit, "not, however, it appears, on account of wounds or sickness incurred in the line of duty," is not true, but that he was discharged on account of "sickness incurred in the line of duty."

As evidence of the fact he has shown his discharge (copy herewith inclosed), muster-roll, and pension certificate, from which it appears that he was honorably discharged on the 3d day of June, 1865, by Special Order No. 77, dated W. D., May 3, 1865, and that he was "mustered out" by order of the War Department, Washing-

ton, D. C., under General Order No. 77, dated May 3, 1865, as a patient at Point of Rocks hospital, Virginia, "and that his pension is for bronchitis and disease of rectum resulting in total disability, such as to render incapacity to perform manual labor, equivalent to the loss of a hand or foot."

From this evidence it clearly appears to us that an injustice has been done Mr. Moore, and that he was, and is, entitled to the preferences conferred by the statute in such cases made and provided, and set forth in commission's circular of October 29, 1864.

Regretting the misconception of his claims, I would respectfully refer his case to you, requesting directions as to what, if anything, can be done to correct any injustice done Mr. Moore, further than to include him in the next certification for any vacancy in the inspector's service for which he was examined.

I am, sirs, very respectfully,

AUG. S. CAMPBELL,
Secretary.

The U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

COPY OF DISCHARGE.

To all whom it may concern :

Know ye, that Richard J. Moore, a private, of Lieut. Daniel Smouse's Company, (D), Thirty-ninth Regiment of Infantry, Illinois Volunteers, who was enrolled on the 5th day of January, 1865, to serve one year, or during the war, is hereby discharged from the service of the United States this 3d day of June, 1865, at Petersburg, Va., by reason of Special Order No. 77, dated W. D., May 3, 1865.

(No objection to his being re-enlisted is known to exist. See note.)

Said Richard J. Moore was born in Ireland, is forty-two years of age, 5 feet 6 1/2 inches high, light complexion, hazel eyes, brown hair, and by occupation, when enrolled, a clerk.

Given at Petersburg, Va., this third day of June, 1865.

HERMANN KRAUTH,
Capt. and A. C. M., M. O.

H. B. FOWLER,
Surgeon 12th N. H. Fols., Commanding Detach.

NOTE.—This sentence will be erased should there be anything in the conduct or physical condition of the soldier rendering him unfit for the army. (A. G. O., No. 99.)

In reply to the above the commission addressed to the customs board at Chicago the following letter :

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., August 10, 1885.

SIR: The commission is in receipt of your letter of the 7th instant, concerning R. J. Moore, and I am instructed by Commissioner Thoman to say that Mr. Moore should be included in the first certification made for that part of the customs service for which he stands eligible.

And I have the honor to be, very respectfully,

RO. D. GRAHAM,
Secretary.

AUGUSTUS S. CAMPBELL, Esq.,
Secretary, etc., Custom-House, Chicago, Ill.

The records of the commission show that, on July 25, 1885, the following letter to the postmaster at Indianapolis, "transmitting a copy of charges, etc.," was approved:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., July 25, 1885.

SIR: I am directed by the Civil-Service Commission to write you this letter as its secretary.

1. The commission has received a written communication from the President, stating that a complaint has been made to him by responsible parties against you, as postmaster, a part of which complaint is stated to be that annexed to his communication.

The President requests the commission to make examination concerning the facts contained in that part of the complaint, pursuant to subdivision 4 of the second sec-

tion of the civil-service act of January 16, 1883; the commission understanding that the part of the complaint so transmitted is that portion which the President has deemed appropriate for the action of the commission. A copy of this part of the complaint is hereto appended, and designated Schedule 1, and for the common convenience of yourself and the commission, it has been separated into clauses by paragraphs, the latter being marked clauses A, B, and C.

2. The commission will hope to receive, at your early convenience, your view of the facts and answers on certain points hereinafter indicated, which it will transmit to the President, with such other pertinent evidence as it may secure.

3. As clause A relates solely to the conduct of an examination, and to the grading of those examined, the commission will have no occasion to trouble you concerning it, but will, through the board of examiners, inspection of the examination papers, and in other proper ways, inform itself whether any of the charges are well founded. If necessary to do justice, it will cause the marking and gradings of the applicants to be revised and corrected, or take such other steps as may be appropriate.

CLAUSE B.—Clause B relates to the dismissal of five persons and the selection of others for their places. A portion of the facts set forth in this clause are not regarded as fit subjects of observation by this commission, inasmuch as they do not, apparently, bear upon any violation of the civil-service law or rules, which it is authorized to investigate.

But I am to call your attention to the bearing which the first sentence of this clause has upon the quite direct charge made, near the end of clause B, to which I must next refer.

If it should appear that the son of the postmaster, there referred to, was not your agent, or speaking with your authority or approval, the significance of the charge or implication would be very different. The commission can make no assumption on that point, but leaves both points to such answer or explanation as you may see fit to make; calling your attention, however, to both the letter and general intent of Rule I, Rule II, and Rule VIII of the civil-service rules, to be found on pages 62 and 64 of the report of the commission herewith sent you.

CLAUSE C.—I am to ask your special attention to the important statements contained in this clause, both in view of their relations to the rules last cited, and to the general intent and spirit of the civil-service act.

While your own version of the interview or conversation therein referred to must be of the first importance, the commission will feel called upon to receive and transmit to the President any pertinent statements of the facts from others; but in justice to yourself you will be furnished copies of any such statements, if there shall then be any, before they will be transmitted to the executive.

4. As the commission is not authorized to administer an oath, and has not the authority of a court for making a formal investigation, it can hardly do more for truth and justice than is herein suggested.

In aid of the speedy and convenient ascertainment of the facts in the matter of the charges, one of the commissioners and the chief examiner will visit Indianapolis. As they may need to leave there for their return on the 29th or 30th instant, it is hoped you may find it convenient to give the commissioner at Indianapolis a copy of your reply to this letter on the 29th instant, as it will materially aid him in the proper and prompt discharge of his duties with the least inconvenience to yourself.

I am, very respectfully, your obedient servant,

R. D. GRAHAM,
Secretary.

Hon. AQUILLA JONES,
Postmaster, Indianapolis, Ind.

On the same day that the above-quoted letter was approved, the commission requested Commissioner Thoman and Chief Examiner Lyman to visit Indianapolis, and investigate and report upon the charges preferred against Postmaster Jones. This duty was performed by the commissioner and chief examiner, who reported as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., August 4, 1885.

GENTLEMEN: Having been directed by the Civil-Service Commission to investigate and report upon such of the charges made and filed with the President of the United States against the postmaster and the local board of civil-service examiners at Indianapolis, Ind., as were referred by the President to the commission for investigation, we have the honor to submit the following report:

The charges may be conveniently separated into three parts and treated under three heads, viz:

1. Those relating to the dismissal of five persons from the postoffice and the appointment of other persons in their places.

2. Those relating to the declarations of the postmaster as to his reasons for the changes among the employes of the postoffice made and contemplated.

3. Those relating to the conduct of an examination of applicants for the postal service at Indianapolis, held in that city on the 10th day of June last, and to the marking and grading of those examined.

We met at Indianapolis on Tuesday, July 28, ultimo, and at once began the investigation.

It is proper to state that the postmaster had been furnished by the commission with a copy of the charges, and requested to put in our hands his answer thereto in writing, which he did on the day following our arrival.*

As to the first branch of the inquiry we find the following facts:

1. Five employes in the classified service were dismissed as charged, being two clerks and three carriers.

2. The two vacancies in clerkships thus created were filled by certification and appointment in the usual manner.

It should be stated in this connection that the two persons having the highest averages having intimated a wish not to be immediately appointed were not included in these certifications, and were not appointed. At the head of the first certification was the name of an honorably discharged soldier, entitled to preference under the 1754th section of the Revised Statutes, and he was appointed.

3. The three vacancies in the carriers' grade were filled by the promotion of three carriers of lower grade already in the service and the resulting vacancies by the appointment of three persons from the eligible register through proper and orderly certifications. Upon each of these certifications the person having the highest average was taken, except that an honorably discharged soldier, entitled to preference under the 1754th section of the Revised Statutes, but whose average was not so high as others, was appointed from the first certification.

4. It is charged that the five persons thus appointed were democrats, which may be true; but it does not appear that there was any discrimination against republicans. No inquiry was made by us as to the politics of any person on the register of eligibles entitled to certification, as such an inquiry would have been a violation of the civil-service law and rules, and contrary to the policy and practice of the commission and its examiners.

As to the second branch of the inquiry, we found it difficult to ascertain with certainty what statements had been made by the postmaster concerning his reasons for the changes made and contemplated, what promises had been made by him to applicants or their friends before or after examination, or what declarations he had made as to his purposes or intentions relative to future dismissals and appointments. Upon these points the testimony is conflicting and uncertain; but embraces the statements of every person who claimed to have any information on the subject and who was offered as a witness.

What is clear from the testimony is that there was a good deal of indiscreet and unwise talk, and some declarations of purpose and intention, which, had they been carried out, would have been plain violations of the civil-service law and rules. It does not appear, however, that there has been, by act, any violation of the law or rules, and that what was said by the postmaster as to his intentions was due to his non-acquaintance with and misinformation concerning the provisions and purposes of the civil-service law and rules.

As to the conduct of the examination of June 10, it was charged: That the Civil-Service Commission was not represented, but that the examination was left entirely in the charge of the local board, with Mr. Dodd at its head; that during the examination several persons other than the board were moving about among the applicants and looking over their shoulders; that communication, comparison of work, and copying of results as between applicants seemed to be unchecked, and that these facts rendered the examination worthless as a competitive test.

It was due to the board, to the commission, and to all concerned, as well as to the cause of justice and right, that the investigation of these charges should be most thorough and exhaustive; and no pains were spared to make it so.

The members of the local board were subjected to a most searching examination relative to their conduct of the examination and their marking of the papers and grading of the applicants. The questions propounded to each, and his answers thereto, form a part of the testimony herewith submitted. All the books, papers, and records of the board having any relation to this examination were carefully and thoroughly examined; a large number of the examination papers of the applicants, of those having high averages and of those having low averages, of those eligible and of those ineligible, were gone over to find whether or not they contained any evidence of partiality, unfairness, or fraud in the marking and grading; the testimony of the

* The records of the commission do not contain a copy of this letter, which was sent by the commission to the President.

making the charges and that of other persons was taken, and every other source of information exhausted in order to learn the facts, which were as follows:

hundred and sixty-five applicants were present for examination on the morning of the 10th, one hundred and eleven of whom were for letter-carriers' positions, four for clerkships.

The board finding that so many applicants could not be accommodated at one of the United States court-rooms, where the examination was held, dismissed applicants for clerkships until the afternoon and proceeded with the examination of the letter-carriers.

During this part of the examination the room was uncomfortably crowded, the applicants being obliged to sit very close together.

As a result of this crowded condition of the room there was more or less confusion, such as to seriously interfere with the orderly progress of the examination. The board, finding assistance necessary, called to its aid one of the janitors of the building, a sworn officer of the government, and he was occupied under the direction of the board during the examination.

Usual and proper instructions were given by the board to the applicants in regard to their conduct during the examination, and no marked violations of these instructions were observed.

Persons were admitted to the room, but remained near the door or were seated in the rear of the room, and there is no evidence that they in any way disturbed the examination. No unauthorized persons were permitted to pass about among the applicants or over their shoulders.

In the afternoon the room was less crowded, and better order was maintained. No irregularity occurred in the examination room of so serious a character as to invalidate the examination or render it worthless as a competitive test.

The examination of the books, papers, and records of the board, and of the examination papers of the applicants failed to disclose any favoritism, partiality, or unfairness on the part of the board in the marking and grading of the papers; but only evidenced careful, honest, thorough, and painstaking work.

Accompanying this report are the papers in the case, including the testimony of the applicants, fully submitted.

LEROY D. THOMAN,
Commissioner.
CHARLES LYMAN,
Chief Examiner.

CIVIL-SERVICE COMMISSION,
Washington, D. C.

On August 5, 1885, the commission ordered that the testimony taken, the letter of the commission to the President thereon, the letter of the commission to Postmaster General and the postmaster's answer thereto, be sent to the President. This was done. A copy of the charges, or of the testimony taken, or of the answer of Postmaster General, or the letter of the commission can be found in the records of the commission, with the exception of a letter of which the following is a copy:

INDIANAPOLIS, IND., July 29, 1885.

J. GRAHAM,
Secretary U. S. Civil-Service Commission, Washington, D. C.:

SIR: In reply to the answer of Aquilla Jones, postmaster of the city of Indianapolis, to such parts of our charges against him as were referred to your commission, we have to say—

The dismissal of the five employes July 1 made five vacancies, and that five were appointed, but that they may not have been put into the exact places of the five dismissed employes. Mr. Jones attempts to make it appear that he had three republican mail-carriers on that day. This is not true, as they had been appointed, and were simply promoted or shifted, as above indicated. Mr. Jones' implication, at least, denies that two democrats were appointed in place of the republicans, and this calls for further explanation. When Wood was discharged a democrat Conklin was appointed to his place. In making this appointment the board had passed over Arthur Byfield, who was marked higher at the examination just held. This created a serious disturbance, as Mr. Byfield demanded an appointment. After considerable talk and negotiation he was offered a place at the post-office but refused it, saying he was to have a place in the money-order department. He was therefore also placed in that department. This was the condition of things when the original charges were forwarded to Washington. Having a surplus of men, and no more necessary, and on July 18, 1885, Mr. Jones discharged E. W. Chittenden,

a clerk in the distributing department, and transferred Conklin from the money-order department to his place, leaving Mr. Byfield in the place which he had demanded.

Mr. Chittenden is twenty years old, and was educated at De Pauw University, this state. He passed his civil-service examination in June, 1884, and received a probationary appointment as distributing clerk September 15, 1884. He served a six-months' probationary term, and then was regularly appointed. We have not, as in the case of Wood and Wilmington, an unqualified commendation from Mr. Jones of the service and character of Chittenden, but no cause was assigned for his removal, which was made upon six hours' notice; but Mr. Chittenden himself challenges the production of any good cause. The exact reason why he was dismissed rather than some other employé was that he had not been long in the office.

We cannot, of course, say what Mr. Eaton may have told Mr. Jones. Mr. Wilmington was not the head of the registry department, that incumbent being supplanted by Mr. William Morgan, as stated in the original charges. Neither was Mr. Wood at the head of the money-order department. The places of Wood and Wilmington are just like any other in the classified service; all are positions of responsibility and trust.

When Wood and Wilmington were discharged Mr. Jones had no cause whatever for removing them, except, as he said at the time, because he had promised their places to democrats. We reiterate most emphatically Mr. Jones's language to us relating these two men, and which we set forth in the original charges. In the conversation in which that language was used Mr. Jones was not deceived or misled. He was formed at the start of the names of the petitioners who interviewed him, and that they were interested in the execution of the civil-service law and were members of the independent organization.

As to the charges now first brought forward against Mr. Wood, the statement intimating that he demanded or asked an increase of salary is false. In the money-order department a clerk named Wright resigned, and his work fell upon Mr. Wood in addition to his own. He informed Mr. Jones that he would not remain until another man was appointed in Wright's place, and Mr. Bates was therefore appointed. Mr. Wood made no request for an increase of salary, and had no intimation or expectation that any increase was to take place until he was called in by Mr. Jones, who told that he would thereafter receive an advance of \$100 a year. This action was taken at the suggestion of Mr. D. W. Elliot, on the ground that Mr. Wood was a serving clerk. Mr. Wood is now in Michigan, having gone there before it was known that this investigation would take place. His affidavit sustaining these allegations will be immediately forwarded to the commission at Washington.

As to the charge that Mr. Wilmington acted as challenger at the polls, it is utterly and without qualification false. On the day mentioned he worked in the registry office in the union depot until half past 12 noon; then he went home two miles to get dinner and to vote. He was back at his work by 2 o'clock, and continued so during the remainder of the day. Two of the undersigned called upon Mr. Wilmington this afternoon with this charge, and one of the signers, Mr. Schenkengast, being in the same building, Wilmington immediately confronted him with it. Mr. Schenkengast said, in the presence of all: "I didn't read the paper. I signed it because I saw the other names to it. I didn't know it said he was a challenger. I only meant to say I saw him at the polls. I would not say he was a challenger."

Having already said that Mr. Jones made the statement to us as originally charged, it is not necessary to notice his attempted evasions or qualifications. We did not misunderstand or misstate what he said. The sentiments he expressed and the declarations as to the course he intended to follow seemed to us incredible, and therefore we questioned and requestioned him, to make sure that we correctly understood him. In answer to the statement that he had made removals of employés not within the classified service "for no other reason than that the persons were republicans and had put into their places democrats to whom he had promised the positions," we have only to refer to the utterances of the President on the subject.

LUCIUS B. SWIFT
LINDLEY VINTON
LOUIS HOWLAND

Mr. Arthur A. McKain has not signed this, because he is absent in the state of California where he has been for more than ten days.

INDIANAPOLIS, IND., July 29, 1884

Since the above reply was completed Mr. Jones has withdrawn his charge that Mr. Wood demanded an increase of salary as a condition of remaining, and has substituted therefor a charge that Mr. Wood was dissatisfied and was unwilling to work at night.

In answer we say that the resignation of the clerk Wright suddenly threw the labor and responsibility upon Mr. Wood, such as he was not physically capable of bearing, and he was unable to go on unless the vacant place was filled, which

new could be instantly done from the civil-service list. It is a sufficient answer to the charge that he was unwilling to work at night to say that he did work repeatedly until late at night, and that he and the new clerk Bates, in addition to their own special work, constantly assisted the new chief of the department, Mr. Wilder. Mr. Wilder had formerly been discharged from this position for inefficiency, as he was and is notoriously inefficient, and is only kept there at present because a democrat in the proper clique has not been found to fill his place.

The letter of the commission to the President on the testimony is as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C. August 3, 1885.

SIR: The Civil-Service Commission herewith very respectfully submits its report in the matter of that portion of the charges against the postmaster at Indianapolis which was referred to the commission for investigation by the President in his communication dated the 18th of July last.

That portion of the charges, in substance, involves the following points for investigation:

1. Whether for the purpose of securing patronage or for other unjustifiable reasons, one or more persons had been removed by the postmaster in violation of the civil-service act or rules.

2. Whether the postmaster had, by his public conversation or declarations, at the times referred to in the charges, expressed a purpose to disregard the law and rules, especially by selecting only those of his own party and by rejecting those of the other party, among the applicants certified for appointment.

3. Whether the examination, held on the 10th day of June last, at his office, or the marking and grading the papers of those examined, was so irregularly or unfairly conducted as not to do justice to the applicants.

At once, upon receiving the President's communication, the commission addressed a letter to Mr. Jones, the postmaster at Indianapolis (and with it sent a copy of the charges), in which letter his attention was called to the points involving his official conduct, and he was requested to make an appropriate answer and explanation in writing. His response is among the papers transmitted herewith.

Commissioner Thoman and Chief Examiner Lyman, on the request of the commission, proceeded to Indianapolis, and made a full and thorough investigation of all the matters mentioned in the President's communication; the details of which are shown in the 131 pages of testimony, being that of twenty persons, and among them that of Postmaster Jones, herewith submitted.

There seems to be no need for entering largely into particulars in this report, but the commission may state its conclusions upon the three main points, as follows:

1. It does not appear that the postmaster has made any appointment or removal in violation of any provision of the civil-service act or rules. Only the first and second rules put any limitation upon the authority to remove, and no violation of either of them has been charged or proved.

2. The facts as to the conversations or declarations charged related rather to matters of taste and official propriety than to anything which is in itself a subject of investigation, except in so far as those declarations might shed light upon any questionable case of appointment or removal.

The evidence shows that the postmaster in conversations declared a purpose to make removals and appointments according to a theory of political discrimination quite repugnant to the spirit and the letter of the rules. Such declarations very naturally awakened distrust and a suspicion that his action had been in accordance with his words. These facts naturally resulted in the presentation of the charges; and the commission has found abundant reason for thinking that the charges were presented with a commendable purpose of promoting the just enforcement of the civil-service law and rules, and that they are likely to have that effect. It is due to the postmaster to state that he declares himself not to have been well informed as to the full effect of the rules in regard to political discrimination at the time of the conversations, and that what he stated as to selecting those of his own party and rejecting those of the other had reference to places not to be filled through the examinations. In dismissing this part of the subject, as to which it is not possible to reconcile the testimony, the commission thinks the postmaster had not and that he has not now any intention of resisting the rules, but that he now more clearly than before understands that any political discrimination in making selections from among those examined will be a violation both of the spirit and of the letter of the rules.

The facts that one of the examiners held that position under the preceding postmaster and continuously since the inauguration of the system, and that three of the five places made vacant by removals were filled by promotions from among the employees, are not without significance as to the purpose of the postmaster.

It was a matter of regret on the part of the commission that it was not practicable for the chief examiner or one of the commissioners to be present at the exami-

nation of June 10, inasmuch as only one of the three examiners was familiar with the duties of his position. The investigation has shown that the examination was not as thoroughly supervised as was desirable. But the most searching inquiry has failed to show that there was any cheating attempted or any injustice done; indeed, there is no evidence having such a suggestion. Commissioner Thoman and Chief Examiner Lyman reviewed the marking of the papers of nearly half of all those examined, including those marked highest and those marked out, and failed in a single case to discover any evidence of unfairness or discrimination. It will be borne in mind that the papers can be re-marked as readily and accurately one year as one day after an examination.

It is a significant fact that not a single person, whether marked high or low or altogether marked out, though the opportunity has been ample, has complained that any injustice has been done him, or that any favor has been shown to any other person.

In view of these facts, and making due allowance for inexperience, the commission regards the action of the examiners as creditable to their intelligence and sense of justice, and finds not the least occasion for disturbing the examination.

And we have the honor of being,

Very respectfully, your obedient servants,

DORMAN B. EATON,
LEROY D. THOMAN,
Commissioners, etc.

The PRESIDENT.

On August 27, 1885, the following complaint was received:

177 KEAP STREET, BROOKLYN,
August 15, 1885.

To the CIVIL-SERVICE COMMISSION,
Washington, D. C. :

The undersigned respectfully represents that on the 28th day of January last he was examined by the custom-house civil-service commission for the position of assistant gauger; that his percentage was the highest of all the competitors, being 83.72.

That on the 11th of February he was duly appointed to the place of assistant gauger for the probationary term of six months, and performed his duties satisfactory to the officers of his department; that on the 5th day of August he was called and subjected to another examination before and by the surveyor of the port; that at this examination he answered fully and correctly all questions which pertained to the work of an assistant gauger; and yet, for reasons other and outside of his work, he has been reported on adversely by the surveyor, and has been deprived of his place. Therefore the undersigned respectfully represents that he has been illegally dealt with; that the last examination made by the surveyor was outside of the law; and he prays that he may have justice at the hands of your commission.

Respectfully submitted.

CHARLES H. WARING.

On August 25, 1885, this complaint was referred to the New York customs board of civil-service examiners for report.

The board reported that Waring was examined for assistant gauger on the 28th of January, 1885, and had attained an average marking of 83.72 per cent.; that he was appointed by the collector on February 11, 1885, and that his probationary term expired August 11, 1885. This information was transmitted to the complainant.

On September 2 the commission addressed the collector of customs at New York as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., September 2, 1885.

SIR: The commissioner in charge instructs me to call your attention to the case of Charles H. Waring, who was appointed by the collector of the port of New York, February 11, 1885, to the position of assistant gauger under the civil-service rules for the probationary period of six months, and who, at the expiration of that term, August 11, was refused permanent appointment. The service of Mr. Waring is claimed to have been under Thomas G. Baker, chief gauger of the third gauger's district, located in Brooklyn; and that no report, such as is provided for and required by civil-service Rule XVII, clause 2, was asked for or made by the said Thomas G. Baker in reference to the quality and value of the service rendered by the probationer, but that he was in place thereof examined before the surveyor of the port. The clear intent and purpose of the rules promulgated by the President are to make the permanent

pointment dependent, not upon any new examination, but upon the report of the officer under whom the probationer serves. The commission respectfully asks a statement of the facts in this case.

I have the honor of being your obedient servant,

ROBERT D. GRAHAM,
Secretary.

E. S. HEDDEN, Esq.,
Collector, New York.

In reply to the above, the commission received the following:

CUSTOM-HOUSE, NEW YORK,
Collector's Office, September 5, 1885.

ROBERT D. GRAHAM,

Secretary U. S. Civil-Service Commission, Washington, D. C. :

SIR: Your favor of the 2d instant, relative to the case of Charles H. Waring, has been received, and in reply thereto I have to state, that no report as to the character and qualifications of Mr. Waring has been made to this office by Thomas G. Bacon, chief gauger of the third gauger's district, because this office is of the opinion that the surveyor of the port is the officer under whom Mr. Waring served as assistant gauger during the probationary period of six months, and, therefore, the proper officer to make the report called for by section 2 of civil-service Rule XVII. The report of the surveyor, in reference to Mr. Waring, was duly forwarded to the Secretary of the Treasury.

Very respectfully,

ARTHUR BERRY,
Special Deputy Collector.

In reply to the above, and in decision of this complaint, the commission addressed to the collector at New York the following communication:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., October 1, 1885.

SIR: Referring to the letter of Mr. Berry of September 5, acting for you in the matter of the appeal of Charles H. Waring, the commission instructs me to reply that, after a conference with the President, and with his concurrence and approval, decides that clause 2 of Rule XVII must be held to mean that the officer under whose immediate direction and supervision any probationer performs his work must carefully observe the quantity and value of the service rendered, and must report in writing to the proper appointing officer the facts observed by him, etc., and further, that in the case of Mr. Waring this officer was Thomas G. Baker (not Bacon, as by clerical error Mr. Berry's letter states), gauger of the third gauger's district, Brooklyn, under whom it appears the said Waring actually served, and not the surveyor, as that letter assumes; and the commission, with the approval of the President, decides that the said Charles H. Waring is entitled, under Rule XVII, to have the report of the chief Gauger Baker made to you, as the appointing officer, and placed on file, and to such rights as may accrue to him from the same.

2. With the approval of the President, the commission also holds that the probationer can not, at the end of his probation, be subjected to an elementary examination by any officer under whom he has served. His elementary examination was completed before his probationary appointment. The object of the probation is not so much to show what the probationer knows as what he can do and with what zeal and fidelity he does it. The two questions to be considered by the proper officer, with reference to the report and other information he may have, before deciding whether to recommend the probationer for a permanent appointment, are these: (1) Does he appear to be a man of good character and fidelity? (2) Has he shown, on probation, adequate practical qualification for doing the public work in a satisfactory manner?

It is worthy of notice that the rule in question (being Rule XVII, clause 2) does not contemplate a mere expression of opinion on the part of the officer who is to make the report, but he is to report "in writing the facts observed by him, showing the character and qualification of the probationer, and of the service rendered by him," which report is to be preserved on file.

and I have the honor of being, very respectfully, your obedient servant,

R. D. GRAHAM,
Secretary.

Hon. E. S. HEDDEN,
Collector, etc., New York City.

In reply to the above, the commission received the following :

CUSTOM-HOUSE, NEW YORK CITY,
Collector's Office, October —, 1885.

To the honorable the UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C. :

SIRS: I am in receipt of your communication under date of the 1st instant, relating, among other things, to the construction of clause 2 of civil service Rule XVII. Heretofore, and since the passage of the civil-service act, the reports referred to in said clause 2 have been made by the surveyor, when called for as to any employé acting under his supervision. I now understand it to have been determined that such reports should be made by the foremen or sub-executive officer having immediate supervision of the probationer. In conformity with this new interpretation of the aforesaid rule, I have called for and received a report from Thomas G. Baker, the gauger under whom probationer Charles H. Waring served, which is herewith transmitted to you for your information.

Very respectfully,

E. S. HEDDEN,
Collector.

CUSTOM-HOUSE, NEW YORK CITY,
Surveyor's Office, October 8, 1885.

SIR: In compliance with your request, I have the honor to submit the following report in relation to Mr. Charles H. Waring. He was detailed to our district February 11, 1885, and I at once assigned him to the charge of a division. His duty was, under my supervision, to take charge of all the gauging in that part of the district, and attend to the same promptly and correctly. As he has been with us as a laborer for nearly two years, and so had become familiar with the details of the business, I observed that he was able to take hold of the work at once, and performed his duties with a good degree of intelligence and skill. In the practical work, such as the proper use of the tools and instruments, stamping, scratching, and proving, he showed good capacity. His clerical work was slightly defective, but, after being cautioned, he improved in this matter. His character during this period was good, as I always found him sober, honest, and truthful, as well as civil and courteous in deportment.

In conclusion, I am bound to say that his character, fidelity, and capacity in a practical way for doing the public work, as shown during his probation, were good.

Very respectfully,

THOMAS G. BAKER,
Gauger Third District.

To E. L. HEDDEN, Esq.,
Collector.

On October 16 the commission addressed the Secretary of the Treasury as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., October 16, 1885.

SIR: I am instructed by this commission to very respectfully ask your attention to the matters herein set forth, which apparently disclose considerable injustice in the case of Mr. Charles H. Waring, by reason of refusing him a permanent appointment at the end of his probation as an assistant gauger at the port of New York.

Mr. Waring appealed to the commission in August last, and a copy of his appeal is hereto appended, marked Schedule No. 1, which sets forth what the commission regards as the facts in relation to his examination. As to his inferences it expresses no opinion.

2. The appeal raised two questions of practical interest: (1) Who is the proper officer under Rule XVII, clause 2, to make a report concerning the conduct of a probationer; and (2) whether there could properly be a further elementary examination made by any officer at the end of the probation.

In the course of the investigation which the commission have made, it has appeared (1) that no report under the rule last cited had been made on Mr. Waring's case, except by the surveyor before his appeal; (2) that the petitioner was subjected to what may be called a new elementary examination by that officer at the end of his probation; and (3) that he was denied a permanent appointment on the basis of that examination only.

3. As the commission regarded that action and interpretation of the rules as unwarranted, it brought the whole matter to the attention of the President. The President decided (and directed the commission to communicate his decision to the customs officers at New York) (1) that the proper officer to make the report referred to was not the surveyor, but the gauger under whom Mr. Waring served; (2) that a re

port from the gauger should be made; and (3) that the new elementary examination referred to was not warranted.

The commission communicated the decision of the President in a letter, dated October 1, of which a copy is hereto appended, marked Schedule No. 2.

4. In conformity with such decision, the gauger has now made his report, of which a copy is hereto attached, marked Schedule No. 3, which was sent to the commission with a letter of the collector, of which a copy is appended, marked Schedule No. 4. It will be noted that the report of the gauger shows that Mr. Waring was competent for his place.

5. But in the mean time Mr. Waring has lost his position apparently through an interpretation of the rules and action thereunder which the President has held to be erroneous.

The commission has no authority for redress, but it has thought it to be a duty to bring the matter to the attention of the secretary, who it is assumed will be glad to do whatever may be within his power in aid of justice in the premises.

Very respectfully,

R. D. GRAHAM,
Secretary.

Hon. DANIEL MANNING,
Secretary of the Treasury.

The records of the commission do not show copies of the schedules referred to above, or further action in this case.

On October 19, 1885, the commission addressed the following letter to the President concerning a charge that circulars requesting subscriptions in aid of the republican state committee of Pennsylvania had been sent to employes of the pension office:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., October 19, 1885.

SIR: The Civil-Service Commission has received from the Secretary of the Interior a communication in which it is stated that, on the 4th of September last, there was sent into the pension office more than a hundred copies of a circular requesting subscriptions in aid of the work of the republican state committee of Pennsylvania. One of these circulars is attached to the communication. It is printed, and it appears to have come through the mails from Philadelphia. The envelope containing it is addressed to an officer serving in the Department of the Interior, Washington, D. C.

The circular has at the bottom the name of Thomas V. Cooper, chairman—purports to have come from Parlor C, of the Saint Cloud hotel, Philadelphia—and gives the names of the members of the committee. An early remission by money-order or check is requested.

The commission has received through the mail and otherwise many other copies of this circular, which it has reason to think comes from various offices of the United States both at Washington and in Pennsylvania.

It hardly need be said that the commission has no authority concerning the enforcement of the criminal provisions of the civil-service act. That enforcement, of course, must be accomplished through the courts. The commission does not see how it can do more in regard to these circulars than to bring them in this way to the attention of the President.

The commission may, however, add these further facts:

1. It has no evidence tending to show that any member of the committee thus endeavoring to collect political assessments in aid of a state election from the public servants of the nation is either an officer or employe of the United States. There does not, therefore, seem to have been any violation of the eleventh section of the civil-service act.

2. It has not appeared before the commission that any payment has been made in response to these circulars, whatever the facts may be; so that there is no evidence of a violation of the fourteenth section of the act.

3. It will be for the proper officer, if any further action shall be taken in the matter, to consider and decide whether the sending of these circulars into the public offices, by the use of the mails (though by persons not officers or employes of the United States) is or is not a soliciting of contributions within the meaning of the twelfth section of the act, which forbids such solicitation by any person in any manner whatever in any building occupied in the discharge of official duties by officers of the United States.

It seems that these circulars were sent by mail into a public office of the United States thus occupied.

If the true construction of the act does not inhibit such solicitations, the commission will hold it a duty, under the second section of the act, which requires it to make

suggestions for the more effectual accomplishment of its purpose, to recommend, in its next annual report, such amendment of the twelfth section as will not longer allow the public servants of the nation to be pursued to their desks by the assessment collectors of either party, through the use of the United States mails or otherwise. Such interference seems incompatible with the spirit and intent of the sections referred to.

And we have the honor of being, very respectfully, your obedient servants,

DORMAN B. EATON,
JOHN M. GREGORY,
Commissioners, etc.

The PRESIDENT.

The records of the commission do not show that any further action was taken in this matter.

On December 18, 1865, the commission addressed to the Postoffice Department the following communication :

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., December 18, 1865.

SIR: Referring to the communications submitted to the commission by the hands of your messenger on the 15th instant, and returned to you in the same way after inspection, embracing:

1. A letter by the postmaster at Kansas City, Mo., to the first assistant postmaster-general nominating four letter-carriers for confirmation ;

2. A like letter nominating four substitute letter-carriers for confirmation ;

3. A letter transmitting the above and stating that there was no board of examiners in existence at his office, and that the nominations were submitted under Rule XX, there being an emergency, the commission has the honor to reply:

1. The appointments requested at the Kansas City postoffice can not be made without a violation of the civil-service rules.

2. Any emergency existing at that postoffice has resulted from the neglect of the postmaster to comply with clause 2 of Rule IV, which is as follows :

"It shall be the duty of every executive officer promptly to inform the commission, in writing, of the removal or discharge from the public service of any examiner in his office, or of the inability or refusal of any such examiner to act in that capacity."

3. It appears that on the 23d of November one member of the examining board went out of the public service, and another on the 1st of December ; but no report was made by the postmaster in either case.

4. On the 14th of December the commission received notice of the resignation of the third member of this board, and there still being no communication from the postmaster, he was written to on the 15th instant to furnish, in compliance with Rule IV, the names of persons suitable for appointment as members of an examining board for his office.

5. Immediately upon receiving the communication from the Postmaster-General, now under reply, a telegram was sent to Mr. Lykins, in charge of the records of the examining board at the Kansas City postoffice, inquiring as to the state of the eligible register, and the following reply has been received :

"Have six names for clerks and ten for carriers on the eligible register. William H. R. Lykins."

6. Rule XVIII requires that "every head of a department or office shall notify the commission of the name of every person appointed to, or employed in, the classified service under him (giving the date of the appointment, and the designation of the office or place), from those examined under the commission ; and shall also inform the commission of the date of any rejection or final appointment or employment of any probationer, and of the promotion, removal, discharge, resignation, transfer, or death of any such person after probation. Every head of any office in the postal or customs service shall give such information on these subjects to the board of examiners for his office as the regulations of the commission may provide for."

7. It appears that the postmaster neglected to notify the commission of the vacancies on the board, and it also seems probable that he has permitted the register at his postoffice to run down very low in consequence of his neglect to supply information to the local board in time for that board to call for examinations as required by Regulation 14.

This regulation requires notice to be given to the local board of examiners of probable vacancies, so that examinations for filling them may be held in due season.

And I have the honor to be, your obedient servant,

ROBERT D. GRAHAM,
Secretary.

Hon. A. E. STEVENSON,
First Assistant Postmaster-General.

In December 22, 1885; the following letter was addressed to the postmaster at Kansas City:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., December 22, 1885.

SIR: I am instructed by the Civil-Service Commission to say that it has received yours of the 17th instant, and that, in view of its language, it deems it necessary to call your attention to parts of the civil-service rules which have an important bearing upon the state of affairs at your office in connection with examinations which, you know, are essential for filling vacancies.

In order that you may be advised of what has been written here, a copy of a letter from the commission to the first assistant postmaster-general, dated the 18th instant, is enclosed herewith, to which your attention is invited.

It should be stated that the President has just made such amendments to Rule IV that it now reads as follows:

RULE IV.

1. All officials connected with any office where, or for which, any examination is to take place, will give the Civil-Service Commission and the chief examiner such information as may be reasonably required to enable the commission to select competent and trustworthy examiners; and the examinations by those selected as examiners, and the work incident thereto, will be regarded as a part of the public business to be performed at such office, and, with due regard to other parts of the public business, said examiners shall be allowed time during office hours to perform the duties required of them.

2. It shall be the duty of every executive officer promptly to inform the commission, in writing, of the removal or discharge from the public service of any examiner from his office, or of the inability or refusal of any such examiner to act in that capacity; and, on the request of the commission, such officer shall thereupon name not less than three persons serving under him whom he regards as most competent for a place on an examining board, stating generally their qualifications; and from all those who may be named for any such place, the commission shall select a person to fill the same."

Under these amendments, you will observe, give increased emphasis to the duty of postmasters to take care that anything necessary on their part shall be done to secure competent boards of examiners and to have their work seasonably and faithfully performed.

The commission takes notice that in your letter to it, just referred to, you state that you "are advised, by hearsay, that the local board of examiners have all resigned."

I am to say that this language suggests a view of your relations to the board and examinations which is quite different from that which the commission has supposed you sustain.

It seems important to have a clear understanding on the point as the first step towards providing the examinations which are a condition of appointments at your office.

Rule IV makes the examinations, and the work incident thereto, a part of the public business to be performed at your office,

It is the duty of the postmaster (see clause 2, Rule IV) to give seasonable notice, to the commission, so that there shall always be examiners ready and competent to perform their duties—a notice which the commission has not received from you.

Under the amendment to the rules, the examiners are to have adequate time during office hours for the discharge of their duties, and are not to be regarded as saddled with some extra burthen, as to which the postmaster may be indifferent.

Rule III makes it the duty of the postmaster to promptly and actively co-operate in the matter of the examinations; and I am to add that the commission can not accept a neglect to comply with these rules as creating an emergency by which the examinations are to be regarded as superseded.

The law, section 3 (see page 58 of the report herewith sent you) gives the entire authority of selecting examiners to the commission, merely requiring that either the postmaster or the Postmaster-General (so far as this case is concerned) shall be first consulted. There is, therefore, no right of nomination or confirmation on the part of either of those officers. But the commission always desires to act in harmony with them.

You will observe that the late amendment to Rule IV is very definite on this point, and requires the postmaster to give the information, etc., without which the commission can not act intelligently in the public interest.

The practice has been to give this information directly to the commission.

As a first step, therefore, toward the re-establishment of the examinations at your office, I am instructed by the commission to very respectfully request you, at your earliest convenience, to send it the names of at least two persons serving under you

for each of the three places now vacant on the board of examiners at your office, from which it may make the proper selection for examiners.

It is trusted that you will take care to mention persons of candor, intelligence, reasonable freedom from mere partisan prejudice, and especially of unquestionable character and good standing in the community, giving also their official positions and compensation in your office.

This being done, the board can be promptly reconstructed and the examination can be early held for the purpose of supplying competent persons for your office.

In the mean time it is important that the records of the board of examiners be carefully guarded from loss or injury.

And I am, your obedient servant,

ROBERT D. GRAHAM,
Secretary.

GEORGE M. SHELLEY, Esq.,
Postmaster, Kansas City, Mo.

On December 29, 1885, Chief Examiner Lyman was ordered to proceed to Kansas City "to report as to the situation at the postoffice of that city." On January 27, 1886, he made the following report:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., January 27, 1886.

GENTLEMEN: I have the honor to submit the following report relative to the postoffice at Kansas City, Mo. In compliance with the direction of the commission I visited that city, arriving there on the evening of the 12th instant, and remaining until the evening of the 15th. On the 14th I conducted, in connection with the local board, an examination of applicants for the local service, which had been appointed for that day. This examination will be mentioned again further on in my report.

Upon the appointment of Mr. George M. Shelley to succeed Mr. Theodore S. Case as postmaster at Kansas City, there was also a change of assistant postmaster, Mr. Robert C. Van Horn retiring and Mr. James W. Patton taking his place. Mr. Van Horn was a member of the board of examiners at that office, and on the 23d of November, 1885, in anticipation of retiring from the public service at the end of that month, he tendered his resignation as an examiner, which was accepted on the 28th. Shortly after this Mr. R. W. Camp, superintendent of mails, and also a member of the board of examiners and its secretary, resigned his position in the postal service to accept other employment, and at the same time forwarded to the commission his resignation as an examiner. No action was taken thereon until the 4th instant, when, in response to his request for action, he was informed by the secretary of the commission that the chief examiner would soon be in Kansas City and his request would then receive attention. Although Mr. Camp's resignation has not been formally accepted, he is no longer a member of the board of examiners, since upon leaving the postal service he also left the official service of the United States. In fact, his successor on the board has already been appointed. I think he should be informed that when he separated himself from the public service he ceased to be an examiner.

Mr. W. H. R. Lykins, the then remaining member of the board, wrote, under date of December 9, 1885, tendering his resignation as an examiner, for the reason, as he states, that he supposes the new postmaster will desire to reorganize the board. By direction of the commission I replied to Mr. Lykins, on December 15, 1885, saying that the commission desired him to remain on the board until it was prepared to appoint his successor, and that in the mean time he should retain in his custody the books, papers, and records of the board, which had been turned over to him by Mr. Camp, and until further notice act as secretary. On the same day I addressed a letter to the postmaster informing him of this action, and requesting him to forward the names of six persons from whom the commission might select examiners.

On the 22d of December a further communication, over the secretary's signature, in which a similar request was made, was addressed to him, to which he replied, under date of December 25, saying that concerning the resignation or action of members of the local board he has no knowledge, except such as he has from the commission, and as to the forwarding to Washington of the names of six persons from whom to choose a new local board, he is reluctantly compelled to admit it is impossible to comply with the request as made. In explanation, he says that the staff of his office is made up as follows: One assistant postmaster, one superintendent of money-orders, one superintendent of registry department, one superintendent of carriers, one superintendent of mails (vacant). The assistant postmaster is a democrat, will serve, and is agreeable to him. The superintendent of money-orders and superintendent of carriers are both republicans, and decline peremptorily to serve under any circumstances. The resignation of the superintendent of registry department is already in the hands of the commission. The superintendent of mails, as above indicated, is vacant, and his appointment lies with the Postmaster-General upon the recommendation of the superintendent of the railway mail service, who has made no response to repeated requests for action. If it is the desire of the commission to have si

forwarded, the choice will have to be made from among the carriers and the mailing-room, which choice he declines to make until the commission has done it.

He made this rather full statement in regard to the board of examiners because he wanted to show what the actual condition of the official machinery of the commission was from the time Postmaster Shelley took charge until the date of the examination, and because it furnishes a standard by which the declaration of Mr. Shelley, in the letter above summarized and repeated to me several times in conversation, that there was no board of examiners in existence to make certification," may be judged.

Information is, that when Mr. Shelley became postmaster he found in the post-office a full force of employes of all grades engaged in the discharge of their respective duties.

On the 14th of December he removed or suspended one letter-carrier and four letter-carriers, and appointed, or nominated for appointment, in their places, five letter-carriers, none of whom had been examined or certified by the board of examiners; the postmaster claims to have examined said persons by a non-competitive examination under Rule XX, and says that he had legal advice in support of his assumption of authority to hold such non-competitive examination. No record whatever exists of this examination, which was entirely oral, and related mainly, if not exclusively, to the character and antecedents of those examined. At the time when these examinations took place there were on the eligible register for that office the names of 11 males and two females, six of the males for clerks and twelve for carriers. Presently, viz, on the 23rd of December, two of these, Campbell Chapman and A. Jennings, were appointed substitute carriers, without certification, and respectively, eighth and ninth in grade on the register, and out of the question for certification until those above them had been disposed of properly.

Mr. Camp's retirement from the office of superintendent of mails, Mr. H. J. Allen, when superintendent of carriers, was nominated to the vacancy and designated until the appointment should be made. This removed him from the superintendent's window, where he was required to answer the calls of the public, and he considered the substitution of some one else for this duty necessary. Finding no office available for the purpose, as he states, the postmaster appointed Miss Ogden a clerk, without examination, and assigned her to this duty. It is borne in mind that there were two eligible females on the register who do not appear to have been considered in connection with this appointment.

Perhaps as well, here as anywhere, to state that I sought to ascertain what action had been given by the postmaster to the names on the eligible register in connection with any appointments made by him; and with that object in view I called on the names from the register, in the order of standing, and interrogated him in regard to each one of them. The following are the names in order, and his comments on each:

Name.	Average.	Residence.	Remarks.
Bruce.....	86.41	Keytesville, Mo.....	No time to notify.
Winkles.....	84.01	Kansas City, Mo.....	Notified, but did not appear.
Morris.....	83.46	.....do.....	Rejected; a crank.
Woods.....	80.36	.....do.....	Notified and failed to appear. (Woods came to see me and said he had never received notice of any sort whatever.)
Boyer.....	79.11	.....do.....	Certified June 11, 1885. No further record, but Mr. Boyce says he was appointed sub-carrier; served about one month and dropped out.
W. Hickman....	77.89	.....do.....	Would not serve as sub-carrier; wanted to be clerk.
Hangerman....	77.75	Sterling, Kans.....	Not notified; no time.
Chapman.....	77.20	.....do.....	Appointed sub-carrier December 28, 1885, without certification.
Jennings.....	76.09	.....do.....	Do.
Johnson.....	75.00	Burlington, Kans.....	Certified once, August 29, 1885; not notified; no time.
D. Nelson.....	72.60	.....do.....	No recollection about this case.
Heine.....	72.58	.....do.....	Notified, and failed to appear.
Redmon.....	72.02	.....do.....	No recollection about this case.
L. Melody.....	70.86	.....do.....	Declined to serve as sub-carrier.
Dickinson....	70.67	.....do.....	No recollection about this case.
Wald.....	69.67	.....do.....	Certified August 31, 1885, would not accept.
L. Smith.....	68.31	.....do.....	No attention; grade low; did not know him.
W. Morse.....	68.25	.....do.....	No attention.
W. Henning....	67.70	.....do.....	Do.
I. Hatton.....	65.03	.....do.....	No attention; grade low; did not know him.

Mr. Shelley stated that during the holiday season he found it necessary to have additional help in the registry office at the Union depot, and wrote the Postmaster-General for authority to employ such help. Not receiving an immediate reply to his letter, he telegraphed and obtained authority to employ two clerks for ten days at \$2 per day. William J. Crittenden and A. M. Franklin were accordingly employed, and while thus serving were both appointed to permanent clerkships in the money-order department of the office to fill vacancies caused by voluntary resignations. Of course neither had been examined. It will be noticed that these appointments were made long after the receipt by the postmaster of the commission's letter of December 2, 1885, and are justified by him on the ground of the necessity for immediately filling the vacancies; of his lack of information concerning, and confidence in, those on the eligible register, and of his knowledge of the trustworthy character of these young men and their ability to give the bonds required of them by him (one was a son of Governor Crittenden and the other of ex-Congressman Franklin). Whether these appointments were made to excepted places under Rule XIX, and therefore properly made without examination, is a question for the determination of the commission. The places at that time, and until the present, as far as I know, were clerkships in the money-order department, without other designation. It is proper that I should state, however, that Mr. Shelley informed me that he had forwarded to the general superintendent of the money-order system in this city a recommendation for the reorganization of the money-order department of his office, the designations to be as follows: Receiving-teller, paying-teller, first clerk, second clerk, and third clerk; the receiving-teller to be in charge of the department, and "paying-teller" and "first clerk" to be the designations, respectively, of the places to which Crittenden and Franklin were appointed. No intimation had been received by Mr. Shelley up to the time I left Kansas City that his recommendation had been or would be approved. I have no other or further information that would aid the commission in deciding as to the legality of these appointments.

By order of the commission the number of applicants to be notified for the examination of December 14 was limited to fifty. Fifty-two, were however notified—thirty clerks and twenty-two carriers. Of these, three clerks and four carriers failed to appear, and of those appearing, four clerks and six carriers were refused examination because of over age. In addition to those appearing in response to regular notification, I admitted to the examination as competitors all those who had been appointed or nominated without examination and were then serving in the office, being eight in number, they having severally executed in due form and filed the proper application. Four of these took the clerks' and four the carriers' examination.

After the fifty-two had been notified for this examination, there were still in the hands of the acting secretary fifty-five applications, none of them entered of record. I examined these applications and found thirty-four of them (twelve clerks, twenty carriers, one porter, and one messenger) correct, and directed that they be at once entered on the record in the order of their receipt. Fifteen (eight clerks and seven carriers) were defective, which I directed should be returned for correction, and six (four clerks and two carriers) were rejected, the applicants being over age. If all those returned for correction are filed, there will then be in the hands of the secretary forty-nine applications (twenty clerks, twenty-seven carriers, one porter, and one messenger), all of whom would have been notified for the late examination but for the action of the commission limiting the number to fifty. All the circumstances connected with the case, in my judgment, make it desirable that they should be examined at an early day, and I recommend that Wednesday, February 10 proximo be fixed as the date for such examination, and that no other applicants than these be notified.

To prevent an unnecessary accumulation of applications, I left with the board the following order in writing: "Until further advised you will give out no more application blanks, but when satisfied that persons applying for such blanks desire in good faith to make application and be examined, you will take their names and postoffice addresses, and the grade for which they wish to be examined, and state to them that when additional applicants are desired the blanks will be sent to them to be executed and filed. When blanks that have already been given out are returned properly executed, they will be received, recorded, and filed." I also directed the secretary to immediately examine all applications received to see if they were in proper form, and to at once make the proper disposition of them.

Upon examination I found that all applicants theretofore examined and found eligible had been entered upon the register in one list with nothing to indicate for what grade they had been examined. I therefore ordered the secretary to cancel the present register and open a new one in which the grades should be kept separate, in different parts of the book; that the papers of all those now on the register be consulted in order to ascertain the grade for which they were respectively examined, and that their names be entered in the new register in their proper place and order.

I also found that no minutes of the meeting of the board had been kept since the first two meetings in 1883, and ordered that hereafter a record of all meetings of the

board should be made and every item of business transacted entered therein. I also directed the secretary to treat all applications received and all correspondence relating to the business of his office as current business to be promptly attended to.

The gentlemen named in my dispatch of the 14th instant for appointment as examiners to fill the vacancies on the board I believe to be honest, fair-minded, and competent men, and of good reputation in the community.

James W. Potter, assistant postmaster, who succeeds Mr. Van Horn, is thirty-six years old, married, has an academical education, and for thirteen years immediately preceding his appointment as assistant postmaster was a clerk and teller in a bank in Kansas City.

Mr. H. J. Boyce, who succeeds Mr. Camp, is forty years old, married, has a common-school education, was a mechanic before entering the public service, and has been fourteen years superintendent of carriers in the Kansas City postoffice.

All of which is respectfully submitted.

CHARLES LYMAN,
Chief Examiner.

The COMMISSION.

On January 29, 1886, the report of Chief Examiner Lyman, above quoted, was referred to Commissioner Trenholm for consideration and report.

On February 1, 1886, Commissioner Trenholm reported, and in accordance with the recommendations of his report the following communication was addressed to the Secretary of the Treasury, and a copy thereof was sent to the Postmaster-General.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., February 2, 1886.

SIR: I am directed by the United States Civil-Service Commission to say that the commission feels in duty bound to inform you that certain persons have been found employed in the postoffice at Kansas City, Mo., in places within the classified civil-service, and not excepted under Rule XIX, who were not examined and certified to be appointing officer in accordance with the civil-service rules.

In order that you may determine whether persons so employed are entitled to compensation, a list of their names and employments is hereto appended.

I have the honor of being your obedient servant,

ROBERT D. GRAHAM,
Secretary.

Hon. DANIEL MANNING,
Secretary of the Treasury.

List.—William J. Crittenden and A. M. Franklin, money-order clerks; Patrick Dwyer, substitute letter-carrier, and afterwards clerk in mailing-room; Joseph Jarboe and Charles G. Martin, substitute letter-carriers; Edward Banks, substitute letter-carrier, then carrier; Abijah W. Borthe, letter-carrier; Miss Florence Ogden, clerk.

It is understood that two others, whose names are not known, served for a short time.

The Secretary of the Treasury acknowledged the receipt of the commission's communication, as follows:

TREASURY DEPARTMENT, OFFICE OF THE SECRETARY,
Washington, D. C., February 11, 1886.

GENTLEMEN: Referring to the letter of the secretary of the commission, giving a list of clerks and letter-carriers employed by the postmaster at Kansas City, Mo., in violation of the civil-service rules, I have to inform you that the letter was referred to the Postmaster-General for investigation.

Under date of the 9th instant the Postmaster-General informs this department that the matter has been referred to a postoffice inspector for a full investigation and report.

Respectfully, yours,

D. MANNING,
Secretary.

The U. S. CIVIL-SERVICE COMMISSION.

From the Postoffice Department the commission received the following:

POSTOFFICE DEPARTMENT,
OFFICE OF THE FIRST ASSISTANT POSTMASTER-GENERAL,
FREE-DELIVERY DIVISION,
Washington, D. C., March 30, 1886.

SIR: Referring to your letter of February 2 to the Secretary of the Treasury, and referred by him to this office, furnishing a list of persons employed in the Kansas City

postoffice who were not appointed in conformity with the civil-service rules, in order to determine whether persons so employed are entitled to compensation, I have the honor to inclose a copy of the opinion of the assistant attorney-general for this department.

Very respectfully,

E. A. STEVENSON,
First Assistant Postmaster-General.

R. D. GRAHAM, Esq.,
Secretary Civil-Service Commission, Washington, D. C.

The opinion of the assistant attorney-general, inclosed with the communication of the first assistant postmaster-general, was as follows:

POSTOFFICE DEPARTMENT,
OFFICE OF ASSISTANT ATTORNEY-GENERAL,
Washington, D. C., March 26, 1886.

SIR: I have the honor to acknowledge the receipt of your communication of date this day submitting to me for opinion the case of several carriers alleged to have been appointed by the postmaster at Kansas City, Mo., in violation of the civil-service rules.

The facts appear from the several papers you submit. It appears that the sum of \$33.04 has been paid to carriers thus irregularly appointed, and it is desired that I advise whether the service thus irregularly rendered, as it is alleged, can be allowed or recognized, and authority given to the postmaster to pay the same, and for that purpose to expend the sum of \$33.04.

The civil-service law (22 Statutes, p. 403) to regulate and improve the civil-service of the United States, provides that it shall be the duty of the commissioners appointed thereunder to prepare suitable rules for carrying the act into effect, and where said rules shall have been promulgated it shall be the duty of all officers of the United States in the departments and offices to which any such rules may relate to aid in all proper ways in carrying said rules, and any modifications thereof, into effect.

The act provides for the classification of offices, places, and employments specified therein, requires the Postmaster-General to separately arrange in classes the several clerks and persons employed, or in the public service, at each postoffice, or under any postmaster of the United States, where the whole number of said clerks and persons employed shall together amount to as many as fifty. Provision is made for extending this classification, under direction of the President, to other offices, etc. The act also requires that after the expiration of six months from the passage of the same, "No officer or clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the classes existing at the time of the passage of the act, or that may be arranged thereunder pursuant to said rules, until he has passed an examination, or is shown to be specially exempted from such examination in conformity with said act."

The rules adopted by the Civil-Service Commission and sanctioned by the President have all the force of law.

Rule V, paragraph 5, provides that "the classified postal service shall embrace the several postoffices where the officials are as many as fifty, now the following: (among others) Kansas City, Mo."

The papers before me show that the several carriers for the payment of whom the amount in controversy was disbursed by the postmaster, were appointed contrary to law, as they had not passed an examination, as required by the law, and the rules made pursuant to the law.

It is claimed that their appointment was required by an emergency.

As I understand the case, the postmaster was given authority to appoint four additional carriers, at \$600 per annum, from December 15, 1885.

At that time there were on the "eligible list" of persons who had been examined by the examining board at that postoffice ten names of persons who had duly passed examination and were eligible to appointment.

The postmaster did not make the appointments authorized to be made from this list, but from persons selected by himself.

There does not appear, therefore, any chance for claim that the appointments were made in an emergency. Civil-Service Rule XXII provides that "if the failure of competent persons to attend and be examined, or the prevalence of contagious diseases, or other sufficient cause, shall make it impracticable to supply in due season for any appointment the names of persons who have passed a competitive examination, the appointment may be made of a person who has passed a non-competitive examination, which examination the commission may provide for; but its next report shall give the reason for such resort to non-competitive examination."

There was, in my judgment, no such emergency as required the appointment of the unexamined substitutes.

There were ten eligible names on the list of that office from which the appointments could have been made.

But it seems to be claimed by the postmaster that there was, on the 15th of December, no local board of examiners who could make a certification.

The inspector reports the facts as follows:

"On the 23d of November, 1885, there was in Kansas City a local board of examiners under authority of the United States Civil-Service Commission, constituted as follows:

"R. C. Van Horn, assistant postmaster, president; R. W. Camp, superintendent of mails, secretary; William H. R. Lykins, superintendent of railway division. On that day Mr. Van Horn went out of the service; December 1, Mr. Camp went out of the service, leaving the records of the board with Mr. Lykins, the only remaining member. Very soon thereafter Mr. J. W. Potter, assistant postmaster, intimated to Mr. Lykins that if he would tender his resignation as a member of the board of examiners it would doubtless be accepted, and Mr. Lykins resigned."

Thus by the act of the postmaster the civil-service examining board at his office was broken up. Under Rule IV, civil-service rules, it was his duty "promptly to inform the commission in writing of the removal or discharge from the public service of any examiner in his office, or the inability or refusal of any such examiner to act in that capacity."

It appears from the letter of the secretary of the civil-service commission that the postmaster neglected to notify the civil-service commission of the vacancies on the board.

(See letter, of date December 18, to first assistant postmaster-general.)

Upon this state of facts, I am of opinion that no emergency arose which justified the postmaster at that office in appointing carriers in violation of the civil-service act, who had not passed an examination.

No authority from the department has, as appears from the papers submitted to me, given authority for them to make such appointments, and none could legally be given; and the Postmaster-General can make no order, in my opinion, which will cure or cover this departure from the law.

The question whether payment made for the services of these unauthorized appointees can be allowed in the postmaster's accounts is one for the decision of the auditor of the treasury for this department to decide.

That this departure from the legal course of procedure was inadvertent on the part of the postmaster, and through and in the honest belief that he was acting within the law, can not change the legal effect of the action taken.

I see no grounds on which this department can make an order or allowance by which the auditor's ruling can be escaped from.

Very respectfully,

EDWIN E. BRYANT,
Assistant Attorney-General, Postoffice Department.

Hon. A. E. STEVENSON,
First Assistant Postmaster-General.

On April 10, 1886, the commission acknowledged the receipt of the communication of the first assistant postmaster-general, covering the above opinion, and stating: "The officer concerned has been informed accordingly."

The records of the commission do not show that any further action was taken in this matter.

After April 17, 1886, the membership of the Commission was as follows: A. P. Edgerton, of Indiana, president; John H. Oberly, of Illinois; and Charles Lyman, of Connecticut.

Under direction of the commission, on the 21st and 22d of May, 1886, Commissioner Lyman supervised certain examinations for the customs service at Baltimore, and while in the performance of his duty had his attention called to alleged violations of the civil-service rules by the postmaster of that city. The commissioner made an investigation of the matters thus called to his attention, and reported thereon as follows:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., June 5, 1886.

Statement of Commissioner Lyman concerning an alleged violation of the civil-service rules by Postmaster Veazey, of Baltimore, Md.

On the occasion of my recent visit to Baltimore (on the 21st and 22d ultimo), to supervise examinations for the customs service, my attention was called to alleged violations of the civil-service rules by Postmaster Veazey, of that city, in such manner and

under such circumstances as seemed to me to make it my duty to call on Mr. Veazey and the board of examiners for his office and investigate the matter, with the view of satisfying myself as to the truth or falsity of the charges, which were to the effect that Mr. Veazey had had possession (by authority of the late Commissioner Eaton) of the whole list of eligibles, and had made appointments therefrom without proper and orderly certifications, uniformly appointing democrats. My interview with Mr. Veazey took place in his room at the postoffice, on Saturday afternoon, the 22d ultimo, there being present, besides Mr. Veazey and myself, Mr. Brown, who has since succeeded Mr. Veazey as postmaster, the assistant postmaster, the three members of the board of examiners for that office, and another gentleman, unknown to me, but whom I took to be Mr. Veazey's private secretary. The Baltimore morning papers had made announcement of my intention of investigating Mr. Veazey, and he was evidently prepared for my coming, as he at once introduced the subject of the charges. I called for the eligible register and certification book, which I examined with some care, neither of which, on its face, bore evidence of any irregularity of procedure in the matter of certification and appointment.

In reply to my inquiry, Mr. Veazey stated that he had had the whole list of eligibles in his possession, as charged, and that he had it by the express authority of Commissioner Eaton, who had stated to him, in the presence of the three members of the board of examiners, that he not only had a right to inspect the list, but to have a copy of it. All the members of the board agreed that this statement was in accord with their recollection of what Mr. Eaton had said.

Upon my remarking that Mr. Eaton was not the commission, and that the commission had never authorized such a disposition of the eligible register, Mr. Veazey replied that he (Eaton) was the chairman, and the most experienced of the commissioners, and he regarded his sanction as abundant authority.

As to the charge that, being in possession of the whole eligible list, he had made appointments therefrom without proper and orderly certification, Mr. Veazey stated that it was not true; that the certifications or groups of names had always been arranged in due order of priority; that an appointment had been made from every certification or group of names, and that every eligible not appointed had been given the three certifications required by the rules, and, as stated above, the face of the record seemed to confirm this statement.

I inquired of Mr. Veazey whether, when there were vacancies to be filled, he had made formal call upon the secretary of the board of examiners, in accordance with the regulations, for certifications to fill those vacancies. He replied that he had not made such calls; but that, having the list in his possession, he had himself made up the certifications, or arranged the names in groups of fours, indicating the one in each group to be appointed, and had handed the arrangement of names to the secretary, saying that if he found it correct he might enter it of record. This course was pursued whether there was one or a number of vacancies to be filled, and is defended by Mr. Veazey as convenient and expeditious, and not in violation of any rule.

(I omit from this statement all that I said at the interview except what is absolutely necessary to connect together Mr. Veazey's statements, my purpose being to show his attitude and what he said, rather than what I said. Such comments as I have to make will be made at the end of this statement.)

Observing that a large number of appointments had been made in March and April of this year (17 clerks and 27 carriers in March, and 50 clerks and 54 carriers in April, 53 of the latter in one day, in all 148), I remarked to Mr. Veazey that he appeared to have made a pretty clean sweep.

He replied: "I have done so as fast as the service would permit and the law allow, and if I had remained in office much longer would probably have been able to hand over to my successor a civil-service reform democratic postoffice."

In reply to my inquiry as to whether the men removed were generally civil-service appointees, or were in the office before the civil-service law went into effect, Mr. Veazey stated that most of them were in the office when the law went into effect, were appointed as a reward for political services, and were standing monuments of the spoils system, and he should suppose that every true civil-service reformer would be gratified to find that men entering the service on their own merits were able to take places of those who were the results of the machine system in its worst stages.

I inquired whether the men removed were generally honest, efficient, and faithful employes, and Mr. Veazey replied that they were; but that they were republicans, appointed under a republican administration of the office and the spoils system, and, therefore, should be removed to make places for civil-service democrats.

"In other words," I said, "you found this a republican office, and you assigned to yourself the task of making it a democratic office, and to this end removed a large number of competent and worthy people for no other reason than that they were republicans, and were appointed before the civil-service law went into effect." "That is true," he replied.

I said, "Mr. Veazey, in pursuance of your purpose to appoint only democrats you

course found it necessary to know about the politics of the persons on the eligible register. How did you get that information?"

He replied that there was no difficulty about that. That nearly all the eligibles came to him themselves, and those that did not sent their friends. He didn't find it necessary to send out for the information; it came to him, and he made a note of what he found out about each applicant, so that when appointments were to be made he knew whom to select.

I inquired if he had not listened to solicitations from persons prominent in politics for the appointment of those who had passed the examinations, urging their appointment on purely political or personal grounds.

He replied that he had tried to inform himself as to the character and efficiency of eligibles, and had received recommendations and information from all classes, including politicians, merchants, lawyers, doctors, and even some of the most sublime ones of civil-service reformers. He had allowed himself to give consideration both to politicians and civil-service reformers. He found himself obliged in a few instances to appoint republicans to conform to the law, and when they had fairly entered the service he had promoted them. With these few *unfortunate* and *unavoidable* exceptions his selections had *purposely* been from the democratic party.

I called his attention to that provision of Rule VIII which says that "No question shall be asked in any examination or proceeding by or under the commission or examiners shall be asked for the expression or disclosure of any political or religious opinion or affiliation, and if such opinion or affiliation be known, no discrimination shall be made by reason thereof by the examiners, the commission, or the appointing power," and asked if he did not think it was violated by his methods.

He replied that he did not; that the rules gave him absolute right of choice of one out of four, and to select one was not to discriminate against the others.

I said, "Mr. Veazey, suppose a certification contained the names of three republicans and one democrat and the name of the democrat was the last on the certification, which one would you select, and why?" He promptly replied, "I would select the democrat every time and because he was a democrat."

"But," I said, "this rule says you shall not discriminate on account of religious or political opinions or affiliation, and, in my view, to select one because he affiliates with one party is to discriminate against all those who affiliate with the other party, and thus to violate the rule." "I do not so understand it," he replied. "My purpose was, so far as consistent with public interest and in conformity with law, to select for appointment none but civil-service democrats. The result of this is very gratifying to me and annoying to my enemies."

I said, "Mr. Veazey, you and I do not think alike about this matter. I think you have violated the law, and violated Rule VIII, and your whole course is a gross perversion of the principles of civil-service reform. We also appear to differ as to what the principles of the reform are."

He replied, "We certainly do differ, and the greater the publicity that is given to that difference the more gratifying it will be to me. I have been accused of violating the law, and if I have violated it, the proper place to express that opinion is before the United States grand jury. Unless civil-service reform comes to be treated as a farce, gentlemen occupying high places should be very careful how they charge others with violating the law."

Not caring to discuss with Mr. Veazey the questions of how violations of the civil-service law and rules should be punished, I brought the interview to a close, having accomplished all that I intended to accomplish, viz, to learn whether or not the charges against Mr. Veazey were justified by the facts.

The following facts are, I think, made clearly to appear by this interview:

1. The employes of the Baltimore postoffice, when Mr. Veazey became postmaster, were mostly republicans, a large majority of whom were appointed before the civil-service law went into effect.
2. Those employes were, as a rule, honest, faithful, and efficient.
3. Mr. Veazey formed the purpose of making the office a democratic office, which could only be accomplished by the removal of the republican employes and the appointment of democrats in their places.
4. That, for the convenient accomplishment of this purpose, it was desirable for him to have possession of the eligible register, or to have a list of the eligibles, and that he obtained with the consent of Mr. Eaton, then a civil-service commissioner.
5. From time to time clerks and carriers were dismissed against whom there were charges affecting their character and efficiency, until, at this time, nearly the entire force of the office has been changed.
6. In filling the vacancies thus created, certificates were not called for by the postmaster or made by the secretary of the board of examiners as required by the regulations; but the names were arranged by the postmaster himself in groups of names and handed to the secretary to be entered of record, the persons selected for appointment being indicated to him by the postmaster.

7. With two or three exceptions all the persons, to the number of nearly three hundred, thus selected and appointed were democrats, known by the postmaster to be democrats, and appointed because they were such.

Upon these facts I remark :

1. In furnishing a list of eligibles to the postmaster, the secretary of the board of examiners violated Regulation 12, which provides that "the relative standing of persons on the register of eligibles must not be disclosed to any person without the consent of the commission, as such disclosure may work a defeat of the purpose of the law in excluding influence and securing the appointment of the most worthy." The disclosure of the relative standing of the persons on the eligible register for the Baltimore postoffice to Postmaster Veazey did have precisely the effect which this regulation was intended to prevent, and the records of the commission fail to show that any authority was given for such disclosure. The consent of a single commissioner, given orally, should not have been accepted by the secretary as sufficient authority for doing what the regulations forbade his doing.

2. In removing competent and faithful employes against whom there were no charges except that they were republicans, Mr. Veazey did not, perhaps, technically violate the letter of the civil-service law, but in my judgement he did grossly violate the spirit of the law, especially if the avowed object of the removals be considered, viz, to make vacancies to which democrats might be appointed.

3. In appointing democrats because they were democrats, and passing over and neglecting to appoint republicans because they were republicans, Mr. Veazey distinctly violated Rule VIII, which provides that if the political or religious opinion or affiliation of any applicant be known, "no discrimination shall be made by reason thereof by the examiners, the commission, or the appointing power."

4. Mr. Veazey's whole course of action in connection with removals and appointments in his office was calculated and intended to defeat one prime object of the civil-service law, viz, to establish and maintain the subordinate executive civil-service of the country on a non-partisan basis, and rendered him liable to the penalty denounced by Rule XXIV, viz: "Every violation by any officer in the executive civil-service of these rules, or of the 11th, 12th, 13th, or 14th section of the civil-service act relating to political assessments, shall be good cause for removal."

The success of Mr. Veazey's methods reinstates the spoils system.

SUGGESTIONS.

I respectfully suggest :

1. That a circular letter be addressed to local boards of examiners, informing them that appointing officers have no right to inspect the eligible registers, or to see or have possession of any list of eligibles from which appointments are to be made in their respective offices; that the regulations relative to certifications must be strictly complied with; and that the relative standing of the persons on the eligible registers must in no case be disclosed to any person without the consent of the commission given in writing for such disclosure.

2. That a copy of this statement, together with the action of the commission thereon, be transmitted to the President.

On June 26, 1876, the commission directed that a copy of the report of Commissioner Lyman, above quoted, should be furnished to Mr. Veazey, and that he be requested to make reply to the charges therein contained. In response to this request Mr. Veazey replied as follows:

The CIVIL-SERVICE COMMISSION,
Washington, D. C.:

GENTLEMEN: In view of the request from your honorable board (contained in the resolution of June 26th) that I reply to the charges set forth in Mr. Lyman's recent report, I do not feel at liberty to disregard them, though I am quite sure that the purpose of his investigation was not to attack me but to alarm the few democratic federal officers throughout the country who possess the powers of appointment and removal. I certainly should not have voluntarily troubled you or the public with any expression of my views upon this subject, but as I can not refuse to comply with your request without incurring the risk of having such a course construed by my enemies as either confession or cowardice, I reluctantly address myself to the task which you have assigned to me. It is proper for me to say, before considering the questions presented by the commission, that the account which he has furnished of the interview between us, while not entirely accurate, is a very fair statement of our discussion, and I am under many obligations to him for having so frankly announced the facts which he discovered and the views which I expressed.

first item of the report is as follows :

“employés of the Baltimore postoffice when Mr. Veazey became postmaster mostly republicans, a large majority of whom were appointed before the civil-law went into effect.”

is unquestionably true, and herein lies the cause of every tear which has been shed of every feeling of indignation which has been aroused. When I became postmaster at Baltimore there were employed at that office 125 letter-carriers, 13 sub-carriers, 119 clerks, and 3 substitute clerks, making in all 260 employés; of number there were 254 republicans and 6 democrats, including those who were removed after the election. The hope and the purpose of Mr. Lyman and his friends was to construe the civil-service law as to retain these 254 republicans in office “to establish and maintain” the subordinate executive civil-service of the postoffice on a “non-partisan basis;” my purpose, on the contrary, was to apply the civil-service rules to those inside of the service as well as those outside, and, as far as possible, without violating the law or sacrificing the business interests of the city, to displace all non-civil-service republicans with civil-service demo-

crats. I did not quite appreciate the non-partisan features of an office which was composed of 254 republicans and 6 democrats, and in which the local civil-service examination board was entirely republican.

The civil-service law was approved January 16, 1883, and became effective by its provisions in July of the same year. Between that date and the time of my appointment as postmaster it became necessary, either by reason of resignations, removals, or an unauthorized increase of the force, for my predecessor to make 51 civil-service appointments, and I regret to have to cause Mr. Lyman the pain and mortification which he will certainly feel when I tell you that of these 51 selections 48 were republicans and 3 democrats. I do not criticise my predecessor; on the contrary, I admire his courage, but I can not resist the feeling that in those days Mr. Lyman did not take such a deep interest in non-partisan civil-service, and did not trouble himself with making unofficial investigations.

The second item of the report refers to the character of the employés who were in the office at the time of my appointment; of them he says:

“These employés were, as a rule, honest, faithful, and efficient.”

In reply to this assertion I have to say that it is to be much regretted that the commissioner has deemed it necessary to drag this question into our controversy. The employés composing the force at that time were, “as a rule, faithful and efficient” members of the republican political organization, and this is the only uniform rule which was declared with reference to them; they differed in everything except in politics. Some of them were excellent clerks and some were admirable carriers, while others were utterly unfit for any position whatever.

I do not desire to cast even a suspicion upon the private character of those who were employed at the Baltimore postoffice when Mr. Lyman thus praises, nor do I wish, in this connection, to discuss even their public records, but in view of the broad and uncalled for assertion of the commissioner I do not see how I can avoid the expression of an opinion upon this unpleasant question. I am forced therefore to state frankly that the men who were holding positions in the Baltimore postoffice when I took charge were not, “as a rule,” either “honest,” “faithful,” or “efficient.” There were, as I have already stated, some excellent officers among them, but I regret to say that many of them were men of bad habits, dishonest, and indolent, and better fitted for campaign purposes than for the public service.

Mr. Lyman had already called your attention, in his first item, to the fact that these men had been appointed prior to the civil-service law, it is somewhat surprising, if not surprising, to observe the coolness with which this arch enemy of all reform in appointment, excepting that provided by this law, reports to your honor that the 254 republican appointees in the Baltimore postoffice were, “as a rule, honest, faithful, and efficient,” notwithstanding the fact that they had never been subjected to the purifying process of the non-partisan civil-service machine. If, with the aid of the new method, republican officials have succeeded in securing uniform “honesty, fidelity, and efficiency” in the public servants selected by the new system it would seem strange that the non-partisan commissioner should be so eager to apply the new system with such extreme vigor to an office where the old system had produced such desirable results. It is perfectly clear that Mr. Lyman’s judgment is somewhat biased upon this subject and, consciously or unconsciously, he is applying the civil-service rules now with a strictness and pertinacity not known to him when his own friends were in power.

The third item of the report is as follows:

“Mr. Veazey formed the purpose of making the office a democratic office, which may be accomplished by the removal of the republican employés and the appointment of democrats in their places.”

My statement is of course true, but I can not believe that the commissioner was

really surprised at this discovery nor that he sincerely supposes that republican officials have made no effort to advance the interests of their own party by purposely selecting persons known to be in sympathy with its principles, but as the civil-service system has been intended to operate as a barrier for the protection of republican office-holders, it is now important for the republican commissioner to place in the category of crime any deliberate attempt on the part of a federal officer to select for public places persons known to be members of the democratic party. The selection by my predecessor of 49 republicans out of 51 civil-service appointees does not of course disturb the composure of one who considers that the republican party has acquired an indefeasible title to all the offices throughout the country by long and undisturbed possession for more than twenty years; this fact did not appear to Mr. Lyman, then chief examiner, nor to either of the republican commissioners at that time to afford any evidence tending to show that my distinguished predecessor had "formed the purpose of making the office a republican office."

In the fourth item Mr. Lyman makes a very correct statement of a matter about which there has recently been considerable newspaper controversy:

"That for the convenient accomplishment of this purpose it was desirable for him to have possession of the eligible register, or to have a list of the eligibles, and this he obtained with the consent of Mr. Eaton, then a civil-service commissioner."

I take this occasion to explain to your honorable board the details of the occurrence to which he refers.

I assumed the duties of the Baltimore postoffice on June 1, 1885, and on June 30 a civil-service examination was held in Baltimore for both clerks and carriers; all the applicants properly filed their application papers with me and they were referred by me to the local examining board, after first entering the name of each applicant in a book kept for that purpose. In this way I readily obtained a complete alphabetical list of all persons who had applied for examination. As soon as the examination was completed the local board, in obedience to the instructions of the commission, notified each applicant of the result of his examination and the grade or marking which he had received. As soon as the applicants received this information they at once reported it to me and I entered the grades thus ascertained opposite the names of the respective applicants in the book in which I had entered their names at the time of the filing of their application papers. I make this explanation so that you may understand how easily I thus obtained a complete list of the "eligibles" without asking permission of any one and in order that you may appreciate how utterly absurd is the importance which has recently been attributed to my having obtained access to the lists by consent of Mr. Eaton. It is a simple matter for any officer to make a list for himself without asking favors of any one. Finding that this process was so simple I concluded that the provisions of Regulation 12 were not intended to apply to any appointing officer, as he could so readily defeat its provisions by the course I have already explained, and hence I assumed that the terms of this regulation applied only to the general public; I expressed this view to Mr. Sidney Adams, the secretary of the local board of examiners, and told him that it would save me trouble to have copies of his list instead of making lists for myself. Mr. Adams did not agree with me, or at least doubted the accuracy of my construction. We accordingly concluded that as there appeared to be reasonable grounds for a difference of opinion, the only safe course was for him to retain the lists without imparting to me any information which they contained. Shortly after this discussion, Mr. Dorman B. Eaton called at the Baltimore postoffice for the purpose of selecting a successor to the chairman of the local board, who had resigned, and on that occasion I sent for Mr. Adams, and, in his presence, and in the presence of Mr. Eugene Carrington (the gentleman whom Mr. Eaton had just selected as chairman of the board), I submitted the question which Mr. Adams and I had considered. Mr. Eaton then and there instructed Mr. Adams to let me have access to the register of eligibles, and at the next meeting of the local board a proper entry of the decision of Mr. Eaton was made upon the minutes of the board, where it can of course be now seen.

• Under this decision or instruction I obtained copies of the entire list of eligibles from the register. In doing so I obtained no advantage which I had not secured before without seeing the register, and hence this ruling of Mr. Eaton, about which so much has been said, and from which his soul recoils horror-stricken at the results of his instruction, was so entirely unimportant that I have never even felt under the slightest obligation to him, nor do I consider that he should share with me in the smallest degree the merit or demerit of my course.

Mr. Lyman states that even if Mr. Eaton did authorize Mr. Adams to allow me to have access to the register of eligibles, "the consent of a single commissioner, given orally, should not have been accepted by the secretary as sufficient authority for doing what the regulations forbade his doing."

It has not occurred to Mr. Lyman that even he, too, is but "a single commissioner," and if poor Mr. Eaton is to be censured for his innocent and unimportant ruling, what punishment shall be adequate for the "single commissioner," who has over-

led Mr. Eaton, investigated the postmaster, filed this great report, and asks that it be sent to the President of the United States.

The next statement of Mr. Lyman is entirely in keeping with the course pursued by the civil-service commission while composed of Messrs. Eaton, Gregory, and Thoman, aided by their faithful ally, Mr. Lyman, then chief examiner, but it is an affront to executive authority, for which I respectfully submit Mr. Lyman deserves censure, if not removal.

If the Civil-Service Commission is to become a self-constituted board of guardians for all executive offices in this country, it will be well to have this regency proclaimed in order that the people may determine whether it would not be prudent to elect the civil-service commissioners once in four years instead of the President, and allow the board to determine whether it is desirable for them to relieve themselves of routine executive work by appointing a President of the republic.

Mr. Lyman's statement is as follows:

"From time to time clerks and carriers were dismissed against whom there were no charges affecting their character or efficiency, until, at this time, nearly the entire force of the office has been changed."

I would respectfully ask your honorable board whether the distinguished commissioner has not been guilty of a gross official discourtesy in undertaking to utter one word of criticism upon removals made by me while holding a responsible position in the executive branch of the government; I ask your honorable board to point to one single sentence or syllable in the civil-service act, or the rules adopted by the President in pursuance of the act, which confers any authority whatever upon the Civil-Service Commission, or any of its members, to control, criticise, or investigate the exercise of the power of removals with which executive officers have been clothed. Mr. Lyman will search in vain for one line in the law which, in the smallest degree, stifles his impertinent interference with the proper and conscientious discharge by me of duty with which he has no concern, and for which I am responsible only to the people and their Chief Executive.

I beg also to remind your honorable body, and especially the distinguished member who has thus so improperly trespassed upon privileges and power which in no way pertain to his duties, that, as to fully one-half the removals effected by me, I was powerless to accomplish this result without the sanction of the Postmaster-General, one of the members of the President's cabinet. I refer to letter-carriers, all of whom were appointed and removed by the Postmaster-General himself, and not by postmasters. I do not mean by this to cast the responsibility for my acts upon Mr. Vilas, for of course his action in all such cases is based upon the recommendation of the postmaster. I merely call attention to the high authority under which all removals of letter-carriers are made, in order to demonstrate the intense impropriety of the commissioner's course in undertaking to criticise and censure removals made by me when they have already received the sanction of the Postmaster-General. The explanation of his remarkable attitude is readily found in the fact that those removals were members of his own political party.

If I may use the plain expression of common parlance, I would say that "it is none of Mr. Lyman's business" how many removals I made, or why I made them, and the sooner he understands the limits of his authority the sooner will he be able to perform properly the work which has been assigned to him under the law.

But in order that I may not appear to rest these assertions upon my own view of the law, I beg to refer your honorable board to the following language, which I quote from the last (third) annual report of the Civil-Service Commission, on page 52:

"The power of removal, and its exercise for just reason, are essential both to the discipline and the efficiency of the public service. The civil-service act and rules leave the authority and duty of removal undisturbed, with this exception, that the second rule forbids a removal for refusing to perform a political service or to pay a political assessment. Save in the particulars mentioned, the power to remove for even the most partisan and selfish reasons remains in a legal sense unchanged."

I also call your attention to the further remarks of the commission on page 56 of the same annual report:

"There is a common but unwarranted belief that the commission has the power and duty of investigating all charges of removal without good cause. The commission will consider, and in proper cases will investigate, any charge made of a removal in violation of Rules I and II, which is the extent of its duty and authority on the subject. It has no warrant to review generally the action of the appointing officers in the matter of removals, even though great injustice has been done or the spirit of the civil-service act and rules has been violated."

In view of this aspect of the case and this statement of the law by the commission itself, I respectfully suggest that it is also "essential both to the discipline and the efficiency of the public service" that civil-service commissioners be required to extend proper official courtesy to those who are of equal rank with them in the government service, and to confine their criticisms within the scope of their jurisdiction.

The next item contained in the report is partially true, but it is intended to deceive and is well calculated to mislead:

"In filling the vacancies thus created certifications were not called for by the postmaster or made by the secretary of the board of examiners, as required by the regulations, but the names were arranged by the postmaster himself in groups of fours and handed to the secretary to be entered of record, the person selected for appointment being indicated to him by the postmaster."

The facts are as follows: Whenever I have had occasion to make a single civil-service appointment, I have always asked the secretary of the local board for a certification of four names, as required by the rule; he has invariably entered them himself in the book which is specially provided, as you know, for the entry of the names in successive groups of four each. I have never written a line in this certification book except my own signature, which is the legal method of designating which one of the group of four has been selected.

On several occasions, however, it became necessary to make more than one appointment by reason of several resignations or removals, or in order to increase the force in pursuance of proper authority from the department at Washington. In such cases a great deal of unnecessary delay would manifestly result from requiring the secretary to repeat the same process as is adopted in the case of a single certification by presenting me with four names and waiting for me to actually sign the book, thus signifying which I intended to select, and then proceeding to prepare another batch or group of four names and wait for the disposition of them before preparing another.

Mr. Lyman knows perfectly well that this would be simply enacting a ridiculous farce, and he did not attempt to insist upon it at our interview.

In all these instances of numerous appointments at one time "certifications were called for by the postmaster, and were made by the secretary of the board of examiners, as required by the regulations." But as Mr. Adams had already furnished me, by proper authority, with a copy of his lists, I of course knew exactly what names would be certified by him, the law requiring that the four highest in grade shall always be certified, in regular order. Knowing what names would have to be certified, and knowing which of each successive group I intended to select, I have never hesitated to prepare in advance a statement of the successive groups as I knew they would have to arise, and, upon requesting the secretary to make certifications, have never hesitated to hand him the result of my work and suggest that if he found that my memoranda conformed to the legal certifications, which he would be obliged under the law to make, he need not wait for me to actually sign the book for each group, as I had already indicated which of each group I intended to appoint, and it would save time and trouble if he would make all the entries and allow me to sign all the groups at the same time.

Mr. Lyman knows that this was perfectly legal and was not even a departure from the letter or spirit of the regulations, but as the general public are not familiar with the details of this process, his charge is calculated to create an impression that I have, in collusion with the secretary, resorted to some improper device by which to secure the appointment of democrats.

The provisions applicable to this subject are contained in Rule XVI and Regulation 9.

The rule provides that, "whenever any officer having the power of appointment or employment shall so request, there shall be certified to him, by the commission or the proper examining board, four names for the vacancy specified, to be taken from those graded highest on the proper register of those in his branch of the service and remaining eligible; and from the said four a selection shall be made for the vacancy."

The regulations, in defining the duties of the secretary of an examining board, provide that, "on application of the proper appointing officer, he shall certify to such officer, in conformity to the rules and the directions of the commission, the names of the four persons of highest grade remaining on the register, except in such cases as the commission may otherwise direct." Neither of these contemplates even a formal written order to the secretary for the certifications, though I generally used a printed card, which I had prepared for this purpose and exhibited to Mr. Lyman.

The first portion, therefore, of this charge is false; the latter part is not true as stated, but is substantially correct.

The seventh and last item of Mr. Lyman's report reads as follows:

"With two or three exceptions all the persons, to the number of nearly three hundred, thus selected and appointed, were democrats, known by the postmaster to be democrats, and appointed because they were such."

In reply to this statement, I take pride and pleasure in advising your honorable board that it is quite true, and I am glad to have been able to accomplish such gratifying results without affecting the efficiency of the postal service. I am sure that my course in this respect has met the approval not only of democrats, but also of all fair-minded republicans, and I shall not concern myself as to the views of mugwumps.

In addition to all these statements, Mr. Lyman alleges in a general and sentimental way that I have grossly violated the spirit of the civil-service law, and that my whole

calculated and intended to defeat one prime object of that law, viz: "To and maintain the subordinate executive civil service on a non-partisan

y to this accusation, emanating from an officer who has never noticed a fault ed an error in any of the officers in the whole country where his political reside; who never could find any evidence of partisanship prior to March 4, l who considers the appointment of a democrat *prima facie* proof that the rice machine is out of order, I have only to say that he is mistaken as to me object of the civil-service law." The prime object of that law was "to and maintain the subordinate said civil-service of the country on a repub- is," and if the democratic party had not been successful at the last national we would not have heard in four years as much of civil-service as we have n the past few months.

ot hesitate to admit that I made no attempt to secure a non-partisan service, spectfully submit that no officer can successfully administer a large executive en surrounded by those who are hostile to him and in no way interested in ss. I endeavored to gather around me only men of intelligence and industry ld co-operate in friendly spirit, which is essential to the success of any enter- lo merchant could conduct his business when surrounded by men anxious for ess of his rivals, and no democrat could manage the Baltimore postoffice sat- y while surrounded by republican spies.

is one other count in Mr. Lyman's indictment, and in it his charge is plain ific. It is as follows:

ppointing democrats because they were democrats, and passing over and ng to appoint republicans because they were republicans, Mr. Veazey dis- iolated Rule VIII, which provides that if the political or religious opinion tion of any applicant be known no discrimination shall be made by reason y the examiners, the commission, or the appointing power."

issioner Lyman here boldly asserts to the entire executive branch of the gov- that by a proper construction of Rule VIII any officer who "appoints democ- cause they are democrats, passing over and neglecting to appoint repub- cause they are republicans," furnishes good cause for removal.

ly to this remarkable contention I respectfully submit:

r, that this is not the proper construction of the rule.

lly, that if your honorable body considers that the rule admits fairly of this on, it should be referred without delay to the President (who is authorized to ter, or repeal these rules at pleasure), in order that a definite decision may be announced as to whether the power of appointment has been entirely with- y this rule.

justified in making this suggestion, because I think you will concede the rea- ness of my having assumed that under a democratic administration no such tion would be placed upon this rule, and, therefore, I respectfully insist that should be declared guilty of violating it, some better authority than Mr. Ly- uld be received for such a construction.

ver, I respectfully submit to your honorable board that the rule is not sus- of any such construction.

rules which have been adopted by the President can not be considered sepa- nt must be treated as different sections of one act, and such a construction e given to each as will most readily harmonize with the clear meaning of other ating to the same subject.

VI prescribes the method of appointment, and, after providing for the certi- of the four names highest in grade, declares that, "from the said four a se- shall be made for the vacancy." This confers upon the appointing officer the solute discretion in making his "selection from the said four," and while Rule ovides that "if the political or religious opinion or affiliation of an applicant n no discrimination shall be made by reason thereof," this is not intended to or destroy the power conferred by Rule XVI. Both rules may co-exist with- lict; to select is not to discriminate, and in the exercise of the right to select d by Rule XVI the officer who thus chooses "from the said four" must have e, a reason, a controlling cause for his final choice, but this is not discrimi- against the other three not appointed.

I be observed that the appointing officer is not merely authorized to *appoint* lect, whereas if the Lyman construction be correct it would be quite impossi- lect without discriminating, and thus Rule VIII is made not only to nullify isions of Rule XVI but to destroy the most important element of the execu- tions.

shall a postmaster make a selection from the four names certified when he their religious or political views, if Mr. Lyman's theory as to the meaning VIII is correct? If he selects a "democrat, knowing him to be a democrat," iminates against the republican; if he selects a republican, knowing him to

be a republican, he probably does a very worthy and commendable act, in Mr. Lyman's opinion; but, nevertheless, he has made a discrimination and thereby violated the rule. But it is quite manifest that the rule has no such meaning, for the reason that such a construction carries its application into a realm where even civil-service commissioners can not travel, and that is the hidden region of motive. What machinery has the law provided by which to ascertain an appointing officer's reasons for the selections he has made? Will your honorable board decide that this rule was meant to provide for a class of cases which could only arise upon the frank confession of the civil-service culprit?

I do not hesitate to acknowledge that I "appointed democrats because they were democrats," but not for that reason alone; I never appointed an incompetent or unreliable democrat in preference to a reliable and competent republican, and how shall Mr. Lyman say that I was guilty of discriminating when I appointed thoroughly "honest, faithful, and efficient" men?

When four names are certified to me from which to make a selection, and all are competent to fill the position for which an appointment is to be made, how shall I determine the selection? All equally competent, all having passed the same competitive examination, and all recommended as sober, honest, and industrious men. Under these circumstances, will your honorable board announce the doctrine that if I allowed myself to be affected by the knowledge of the political or religious views of these persons from whom I was obliged to make a selection, I violated this rule? If so, would I be obliged under such circumstances to select, or rather to appoint, the one highest in grade? And if this be the result, is not the right to *select* thereby taken away?

But it is quite unnecessary for me to discuss this absurd question more at length, as the principles which must control your determination have already been announced by the Civil-Service Commission itself; and if Mr. Lyman would devote more time to the study of the civil-service law and the reports of the Civil-Service Commission, and less time to unofficial investigations, he would probably fall into less error.

I refer your honorable board to the following language, which I quote from the last report of the Civil-Service Commission, on page 46:

"The appointing power conferred by Congress upon the heads of departments, under the strict terms of the constitution, is a power of choice, a right of selection for appointment from among several."

The opportunity of choice is inseparable from the power itself.

Inasmuch as the head of the department knows the best kind of excellence needed in a particular vacancy, he is allowed a choice among several. A choice between four seems to preserve the authority of the appointing power and to allow sufficient variety of capacity for answering the needs of the public business. For both these reasons a requirement that the applicant graded highest be taken would be indefensible.

In conclusion permit me to say that if I were a federal official to-day I should continue the course which I pursued while in office and would cheerfully retire under an order of removal if the motives which actuated me and the principles which I applied were considered to be in conflict with the policy and purpose of the present administration.

If I properly understand the significance of the last election when the people of this country determined upon a change in the national administration, it involved more than the presidency and the cabinet officers; it meant that the people desired the machinery of the government to be in the hands of those who were in sympathy with the principles of that majority which, by their votes, had obtained the right to rule, and while, as a lawyer, I can never advocate the breach of the civil-service act or any other law, I apprehend it to be the duty of every executive officer in the country, so far as is consistent with the public welfare and in strict conformity to law, to carry out the wishes of the people as expressed at the polls by appointing to public office competent and reliable members of the dominant political party.

I feel quite sure that Mr. Lyman would not question this view if the republican party were in power, and if in ascertaining this to be the controlling principle of my administration in the Baltimore postoffice he claims to have discovered a new and repulsive idea in public life, he must have forgotten all the experiences of his political training and effaced from his memory all the lessons which have been taught by the highest and best men in his own political party.

Asking your pardon for having troubled you with such a lengthy communication, I remain, very respectfully,

I. PARKER VEAZEY.

On July 8, 1886, the commission gave the following opinion:

Upon certain of the matters put in issue by the report of Commissioner Lyman upon the conduct of Mr. Veazey as postmaster at Baltimore, and the answer made by Mr. Veazey to that report, the commission expresses its opinion as follows:

The facts of the case, as stated by Mr. Veazey, are—

1. Mr. Veazey, when he became postmaster at Baltimore, on June 1, 1885, found

employed in that office 254 republicans and 6 democrats. All of this number, except 1, were appointed before the civil-service law went into effect, under what is now known as the "spoils system." Fifty-one of this number were appointed under the service law by examination and certification. Of this number 48 were republicans and 3 were democrats. At that time the postmaster and every member of the board of examiners were republicans.

When Mr. Veazey became postmaster he proceeded, as he expresses himself, "to apply the civil-service rules to those inside of the service as well as those outside, as far as possible, without violating the law or sacrificing the business interests of the community, to displace all non-civil-service republicans with civil-service democrats."

He discharged from the service nearly all of the republicans who had been appointed by his republican predecessor as republicans, and he discharged them, among other causes, because they were republicans who had not passed an examination under the civil-service law. He did not, it appears, discharge one of the forty-eight republicans who had been appointed under the civil-service act. In place of the discharged non-civil-service republicans, with three or four exceptions, he appointed democrats who had been regularly and properly examined and had passed the examination, their names having been placed in regular manner on the eligible register of the office. He made his selections from groups of four names taken from the highest ranking, and all the eligibles on the register were considered by him the prescribed number of times. He had a list of the names of the eligibles furnished to him by the secretary of the board of examiners, and, having informed himself of the political opinions of each of the applicants, in making appointments he appointed applicants because they were democrats, and, as a general rule, refused to appoint republicans because they were republicans; but he did appoint several republicans, being compelled to do so by what he considered a regrettable necessity; and afterwards he promoted them.

In commenting upon this statement of facts, Commissioner Lyman remarks, among other things:

1. That in removing employes against whom there were no charges except that they were republicans, Postmaster Veazey grossly violated the spirit of the civil-service act, especially if the avowed object of the removals is considered, viz, to make places to which democrats might be appointed.

2. In appointing democrats because they were democrats, and in passing over refusing to appoint republicans because they were republicans, Postmaster Veazey distinctly violated Rule VIII, which provides that, if the political or religious opinion or affiliation of an applicant is known, no discrimination shall be made by him or thereof by the examiners, the commission, or the appointing power."

In replying to Commissioner Lyman, Mr. Veazey holds:

1. That the civil-service act and rules leave the authority and duty of removal undisturbed, with the exception that Rule II forbids removals for refusing to perform political service or to pay a political assessment, and that, therefore, while he was postmaster at Baltimore, he had a right to remove employes in his office from the civil-service for any cause satisfactory to himself, except the cause mentioned in Rule II, and that, in doing so, he did not violate the civil-service act or rules; that the United States Civil-Service Commission has no authority to make inquiry concerning removals, and that, when it or any member thereof does so, something is then done outside the scope of the commission's authority.

2. That, in appointing democrats because they were democrats, and refusing to appoint republicans because they were republicans, he did not violate the civil-service act or rules."

The facts of this case, and the statements made by Commissioner Lyman and Mr. Veazey, raise two questions:

Has the right of an appointing officer to make removals for partisan or other reasons satisfactory to himself been in any way abridged or modified by the civil-service act or rules, and has the commission any authority to inquire into the reasons of an appointing officer for making removals?

Can an appointing officer, without violating the civil-service act and rules, refuse to appoint an eligible applicant, regularly certified to him, because the applicant is a member of a political party of which the appointing officer is not a member; and can he, without violating the act and rules, appoint an eligible applicant, regularly certified to him, for the avowed reason that the applicant is a member of the political party to which the appointing officer belongs?

In replying to the first of these questions, the commission calls attention to several provisions of the civil-service act and rules:

Section 2 (second clause, fifth subdivision) provides—

"That no person in the public service is, for that reason, under any obligations to contribute to any political fund or to render any political service, and that he will not be removed or otherwise prejudiced for refusing to do so."

Section 2 (second clause, sixth subdivision) also provides—

“That no person in said service has any right to use his official authority or influence to coerce the political action of any person or body.”

Section 13 provides that—

“No officer or employé of the United States mentioned in this act shall discharge, or promote, or degrade, or in manner change the official rank or compensation of any other officer or employé, or promise or threaten so to do, for giving or withholding or neglecting to make any contribution of money or other valuable thing for any political purpose.”

These provisions of the act were emphasized by the rules:

Rule I, repeating and adding to the language of the act, provides that—

“No person in said service shall use his official authority or influence either to coerce the political action of any person or body or to interfere with any election.”

Rule II was made in nearly the precise language of the second clause of the fifth subdivision of section 2, as follows:

“No person in the public service shall for that reason be under any obligation to contribute to any political fund or to render any political service, and he will not be removed or otherwise prejudiced by refusing to do so.”

These provisions of the civil-service act, and the two rules made under them, inhibit a removal from the civil-service for any or all of the following reasons:

1. Because the person has refused to contribute to a political fund or for a political purpose.

2. Because the person has refused to render service to any political party or politician.

3. Because the person has refused to permit the appointing officer or any other person in the civil-service to coerce his political action.

If the commission believes that removals have been made for either of these two reasons, it has authority under section 2, fourth clause, of the civil-service act, to make an investigation concerning the facts, and report thereon.

But the commission has no authority to call into question the right of an appointing officer to make removals from the service for any other reason; and, as has been heretofore stated by the commission, it has no warrant of authority to review generally the action of appointing officers in the matter of removals, even though great injustice has been done or the spirit of the civil-service act and rules has been violated.

In this connection the commission believes itself justified in saying that, in its opinion, it is contrary to the spirit of the civil-service act to remove any person from the classified civil-service for purely partisan reasons. The doctrine stated by President Jefferson in his reply to a member of the Tammany society of Baltimore, who visited him to make known the discontent of the society at seeing so many federalists continued in office, may be stated as the only correct rule to be pursued in the administration of the government: that there is no difference between denying the right of suffrage and punishing a man for exercising it by turning him out of office.

But the fact remains that the power of removal is practically unrestricted, and the commission has no right, except in the instances stated above, to make any inquiry or take any action concerning removals.

In replying to the second question stated above, the commission makes an emphatic negative answer.

Section 2 (second clause, first subdivision) provides for—

“Open, competitive examinations for testing the fitness of applicants for the public service now classified or to be classified hereunder.”

It provides further that—

“Such examinations shall be practical in their character, and so far as may be shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the service into which they seek to be appointed.”

By this provision of law the commission is authorized to conduct competitive examinations for the classified civil-service; but, in so doing, it can ask applicants only such questions as shall fairly test their relative capacity and fitness for the classified places into which they wish to enter; and, by the rule that what is not included is excluded, the commission is clearly inhibited from asking any question the answer to which would divulge the political opinion or affiliations of any applicant. Upon this theory of the law the President made Rule VIII, the first provision of which is as follows:

“No question in any examination, or proceeding by, or under, the commission or examiners, shall call for the expression or disclosure of any political or religious opinion or affiliation.”

That this provision of Rule VIII is in the spirit of the law no one can doubt.

If, now, the question were asked, why no doubt of this can be entertained? the answer would be, “Because the purpose of the law was to fill the classified service

with persons qualified for the service, the qualifications of applicants for entrance to the service to be determined by competitive examinations open to persons of all political parties; and, consequently, if the commission or the examiners were permitted to ask questions, the answers to which would inform the commission or the examiners of the politics of an applicant, that information might bias the judgment or excite the prejudices of the commissioners or the examiners, and by so doing make them discriminate in fixing the grade and in making certifications—make the commissioners or examiners pass or refuse to pass an applicant because he was not a democrat or a republican.

The same considerations of fairness which inhibit the commission and examiners from asking an applicant whether he is a democrat or a republican, also inhibit the appointing officer from asking an applicant for entrance to the classified service any question calling for an expression of the applicant's political opinions or affiliations. For obvious reasons these considerations of fairness do more than this: They require the commission, the examiners, and the appointing officer, all of whom are able to be influenced to partiality by sympathy with people of their own political opinions and affiliations, to discountenance all disclosure of the political opinions or affiliations of any applicant for a classified place.

And these considerations of fairness go still further: They require an appointing officer not to permit any knowledge of the political opinions or affiliations of an applicant, however obtained, to make him discriminate in favor of or against the applicant. Therefore Rule VIII expressly provides that "if such opinion or affiliation be known, no discrimination shall be made by reason thereof by the examiners, the commission, or the appointing power."

Under this construction of the civil-service act and Rule VIII, an appointing officer who, in any way, makes effort to ascertain, or who does not discountenance all attempts to disclose, the political opinions or affiliations of any applicant for a classified place, or who, in making an appointment, discriminates in favor of or against an applicant because of the applicant's political opinions or affiliations, by so doing violates the civil-service act in its most important provisions, the object of which provisions is to make merit the only password to the classified civil-service, and thus make that service non-partisan in all its parts.

If, as is held by Mr. Veazey, an appointing officer, under his right to select one applicant for appointment from among four certified to him, may, without being guilty of discrimination inhibited by Rule VIII, select an applicant because the applicant is a democrat, or may refuse to select an applicant because he is a republican, then that is called by the act "an open, competitive examination" is a flagrant mockery. If, when a republican applicant who has passed an examination is certified to the appointing officer, that officer may say, "I refuse to appoint him for the reason that he is a republican, and because I desire to put into the vacant place another person for the only reason that he is a democrat," then the competitive examinations conducted by the commission are not, in effect, examinations open to republicans, but are, in fact, examinations open to democrats only. Certainly these are not of the kind of open, competitive examinations contemplated by the civil-service act.

Enforcing his position, Mr. Veazey says:

"The rules which have been adopted by the President can not be considered separately, but must be treated as different sections of one act, and such a construction should be given to each as will most readily harmonize with the clear meaning of other rules relating to the same subject."

This is true; but the application made by Mr. Veazey of this proposition is palpably absurd. In making application of it, he says:

"Rule XVI prescribes the method of appointment; and, after providing for the certification of the four names highest in grade, declares that 'from the said four a selection shall be made for the vacancy.' This confers upon the appointing officer the most absolute discretion in making his 'selections from the said four;' and while Rule VIII provides that 'if the political or religious opinions or affiliations of an applicant be known, no discrimination shall be made by reason thereof,' this is not intended to abridge or destroy the power conferred by Rule XVI. Both rules may exist without conflict. To select is not to discriminate, and in the exercise of the right to select conferred by Rule XVI, the officer who thus chooses from the said four must have a motive, a reason, a controlling cause for his final choice; but this is not discriminating against the other three not appointed."

This construction of Rules VIII and XVI does not harmonize them. It makes each contradict the other. If, under this construction, they were consolidated into one rule, it would read as follows: "The appointing officer, if he know the political opinions or affiliations of applicants certified to him, shall not, because of such knowledge, discriminate in making appointments; but, in the exercise of his right to select from among four applicants, he may select the person he knows to be a democrat or republican, and he may select him because he is a democrat or republican." A more reasonable construction may be given to the rules in question. As construed by the

commission, if they were written into one rule, it would read as follows: "Whenever any officer having the power of appointment or employment shall so request, there shall be certified to him, by the commission or the proper examining board, four names for the vacancy specified, to be taken from those graded highest on the proper register of those in his branch of the service remaining eligible, * * * and from the said four a selection shall be made for the vacancy: *Provided, however,* That in making a selection, the appointing officer, if he know the political opinion or affiliation of an applicant, shall not make any discrimination in favor of or against such applicant by reason of such knowledge."

But, says Mr. Veazey, "To select is not to discriminate." True; but to select because of particular knowledge, or for a particular reason, is to discriminate; and to select because of the knowledge that an applicant is a democrat or a republican is a discrimination inhibited by the rule.

If this is the proper construction of Rule VIII, "how," asks Mr. Veazey, "shall a postmaster make a selection from the four names certified when he knows their political or religious views?" "Such a construction of the rule," continues Mr. Veazey, "carries its application into a realm where even civil-service commissioners can not travel, and that is the hidden region of motive."

It is admitted that if, maintaining silence concerning his action, an appointing officer, having knowledge of the political opinions and affiliations of applicants, were, while acting under the civil-service act and rules, to discriminate in his appointments because of such knowledge, and circumstantial evidence did not show his intention, he could not with propriety be charged with unjust discrimination as a public officer. No one could, without his consent, enter into the hidden region of the motive of his action. But if, after making such discriminations, he were to lead the public with his own hand into the hidden region of his motive, and say, "There is my motive. I am proud of it. Look at it, and you can not fail to observe that it was for partisan reasons, to discriminate, in making appointments, in favor of the applicants who were members of my own party, and to discriminate against the applicants who were members of any other party"—if the appointing officer were to do this, certainly the conclusion would be inevitable that his action and words taken together were a confession that he had been, for partisan purposes, guilty of an unjust discrimination denounced by law.

Mr. Veazey has not excluded the public from his "hidden region of motive." He has said, "I do not hesitate to acknowledge that I made no attempt to secure a non-partisan service; that I appointed democrats because they were democrats; that with two or three exceptions all the persons selected and appointed by me, to the number of nearly three hundred, were democrats, known by me to be democrats, and selected and appointed by me because they were democrats." His action can not be excused by his assertion that he did not appoint the democrats appointed by him because they were democrats, for that reason alone.

In view of all these considerations, the commission expresses the opinion that Postmaster Veazey violated the spirit of the civil-service act, and not only the spirit, but also the plain letter of Rule VIII—

1. When, as an appointing officer, he sought for information concerning the political opinions and affiliations of the persons who, while he was postmaster at Baltimore, applied to him for entrance at his office to the classified postal service.

2. When, as an appointing officer, he failed to discountenance disclosures made to him concerning the political opinions and affiliations of such applicants.

3. When, as an appointing officer, he selected from a certificate sent to him by the board of examiners, with knowledge of the fact, the name of a democrat, and then appointed the democrat because he was a democrat.

4. When, as an appointing officer, he refused to appoint a republican, regularly certified to him, because the republican was a republican.

The other questions that have been raised by this contention the commission does not see proper to discuss. It is not blind to the fact that the classified civil-service contains many people who are inefficient public servants, and who entered the service through the wide doorway from the broad highway of the "spoils system." The commission is also conscious of the fact that these people are protected in the positions they occupy by the friendly voices of mistaken friends of civil-service reform mingling with the alarming cries raised by unscrupulous members of the political organization under the former partisan methods of which these people became at once the incompetent and undutiful servants of the public, and the dutiful, ever-ready, skillful servants of the politicians whose influence procured for them their places. And the commission is not deaf to the current assertion that the civil-service act was formerly administered entirely in the interest of one political party, an assertion which, though foundationless, is made plausible by the fact that the civil-service act was until lately administered almost exclusively by members of one party.

With these matters the commission cannot deal; but it is determined that, in the present, the civil-service act and rules shall be executed in their spirit as well as in

their letter ; that, with the knowledge of the commission, no board of examiners at any custom-house or postoffice shall be, as formerly, composed entirely of the members of the party controlling the custom-house or postoffice; that all examinations, and certifications from eligible registers, all the actions of examining boards shall be non-partisan; that no violation of the civil-service act or rules called to the attention of the commission shall escape its denunciation.

In this non-partisan spirit the commission has considered the questions raised by the Baltimore postoffice controversy, and has come to the conclusions stated in this report.

A. P. EDGERTON,
JOHN H. OBERLY,
CHAS. LYMAN,

United States Civil-Service Commissioners.

OFFICE CIVIL-SERVICE COMMISSION,
Washington, D. C., July 8, 1886.

On June 26, 1886, the commission adopted the following preamble and resolution:

Whereas E. T. Cone, late secretary of the board of examiners for the Newark, N. J. postoffice, charges that the postmaster at that office, in disregard of the civil-service law and rules, has appointed persons to the classified postal service without examination, and makes appointments from the whole list of eligibles without regard to the grading of the competitors for appointment therefrom,

Resolved, That Commissioner Alfred P. Edgerton be, and is hereby, instructed to go to Newark, N. J., and investigate the charges made by E. T. Cone against the postmaster at that city, and report to the commission the testimony that may be given by him during the investigation.

In pursuance of this resolution, Commissioner Edgerton visited Newark on July 6, 1886, and made the investigation directed. He reported as follows:

There were no charges against Postmaster W. H. F. Fiedler except those preferred by Mr. Cone, so that the investigation was brought within very narrow limits. If there had been any other violations of the civil-service law and rules, or any misconduct or failure in the discharge of official duty on the part of the postmaster, it was the duty of the public affected thereby to make complaint to the commission. There being none, the commissioner confined his investigation to Mr. Cone, the late secretary of the board; to the records of the board of examiners, and to the postmaster.

An official note was sent to Mr. Cone, requesting his presence at the postoffice, and he called during the day and in time for a full investigation. While waiting for Mr. Cone the commissioner obtained from the postmaster his statements of his manner of conducting the office and of his mode of proceeding in making his appointments.

He stated that he was appointed postmaster March 29, 1886, and took possession of the postoffice April 8. He found in his office the first annual report of the commission, but no other papers or books which furnished him with any directions concerning his duties in the management of his office under the civil service act. What he learned concerning them was through inquiry of his predecessor. He found employed in the office 42 carriers, 25 clerks, 5 sub-carriers, only one of the entire number, Lewis A. Donaldson, superintendent of money-order department, being a democrat.

Only one examination had been held since Mr. Fiedler was in office, and that was on May 4, 1886.

The only appointments made in the office from the time Mr. Fiedler took possession, April 8 to July 6, were:

May 22.—James R. McMonagle, superintendent newspaper department. Never passed civil-service examination, but was exempt under Rule XIX.

June 1.—Edward M. Spear, chief stamp-clerk in place of E. T. Cone, former secretary board of examiners. He passed civil-service examination at a grade of 84, although exempt under Rule XIX.

June 1.—Edward F. Hegeman, chief clerk money-order department, had passed civil-service examination at a grade of 92, although exempt from examination under Rule XIX.

June 23.—George Winckhofer, superintendent of carriers, had not passed civil-service examination, but was exempted therefrom under Rule XIX.

June 25.—Charles Duffy, superintendent of registry department, did not pass civil-service examination, but was exempted under Rule XIX.

June 9.—Theodore Umbscheiden, substitute delivery clerk, passed civil-service examination at a grade of 87. He is only a substitute, and is paid from salary of a regular clerk.

All of the above appointments, Mr. Fiedler stated, were democrats.

The commissioner obtained from Mr. Donaldson, the secretary of the examining board, the books and registers kept by the local board of examiners, and, on examining them, found their condition to be as hereinafter stated.

As no charges have been made to the commission against the former postmaster at Newark, or against the local board of examiners, the condition of the registers heretofore kept by the late secretary may throw some light on the character and significance of the charges against the present postmaster, which are now to be considered, and may show why "he has gone on," as charged by the late secretary, with "his process in appointments without the least regard to the requirements of the civil-service law as far as the board of examiners are aware," and why he sought information from his predecessor. The records of the examining board, kept by the secretary, should be the highest legal evidence of its transactions.

The register of eligibles shows that from July 14, 1883, to July 6, 1886, there were entered on this register forty-six names eligible for certification for clerks; and, of this number, only eight were certified for appointment, five selected on probation, two only permanently appointed—being the first two entered on the register—three were certified and appointed sub-carriers, and two only permanently appointed. It is believed the facts were otherwise than as stated on the records. In the last examination for clerks, June 26, 1885, sixteen were entered as eligible, and two appointed August 20, 1885, and one October 1, 1885, but there is no record of any permanent appointment, nor of any other permanent appointment of clerks since the first two examined and entered on the register of eligibles, July 14, 1883. Since June 1, 1885, there have been, as is shown by the certification books Nos. 3 and 6, but two certifications for clerks made to the postmaster.

Seventy-six names have been entered on the register of eligibles for carriers since the first examination in July, 1883, and of that number eight only, as the records show, have received permanent appointments. Reference is made to this condition of the books to show how easy it is for those whose duty it is to keep accurate records to permit errors to creep into them, and the civil-service law to be thereby unintentionally disregarded, and, for slight errors, its officers to be unreasonably condemned. This unsatisfactory condition of the records induced the sending of them to the office of the commission for examination.

After the complaint of violations of the civil-service law by the present postmaster made by Mr. Cone, the commission requested him to retain possession of the books and records until otherwise directed. On the 22d of June Mr. Cone was ordered to deliver all books, papers, and records to Lewis A. Donaldson, appointed his successor as secretary, and he complied with the order.

When Mr. Cone, as requested, came to the postoffice, he seemed perfectly willing to furnish any information concerning the management of the office under Mr. Fiedler from the 8th of April to June 1. Particular inquiry was made of Mr. Cone whether there were any other charges against Mr. Fiedler than those made in his letter to the commission. He stated that there were not to his knowledge; and further, that there were no public complaints by those within the delivery of his office against Mr. Fiedler's character as a man, a citizen, and an officer. This declaration, of course, confined the investigation to the specific charges made by Mr. Cone.

He states, in his letter of May 19, which inclosed a report of the examination held May 4, that at the request of the postmaster he had furnished him with a list of all who were eligible on the register for the purpose of inspection only, as this seemed to him to be agreeable to the instructions received, at his request, from the commission in August, 1885, "that the commission sees no reason for refusing the postmaster the privilege of an examination of the eligible register," and Mr. Cone also stated to the commission that he had furnished lists and parts of lists to Mr. Fiedler's predecessor, although protesting against the propriety of such a course.

This demand for the list of eligibles was one of the specific charges made by Mr. Cone, and was answered by Mr. Fiedler, as will appear more fully hereafter, that it had been the custom of the office during the term of his predecessor, and while Mr. Cone was the secretary of the board of examiners.

The next specific charge was that Mr. Fiedler had appointed two persons who were never examined, George Winckelhofer, as superintendent of carriers, and James McMonagle, as superintendent of the newspaper department. Persons who fill the positions to which these men were appointed are exempted under Rule XIX, as has been before stated, and Mr. Cone himself doubted the propriety of the charge he made.

Another specific charge is that Edward F. Hegeman, Edward M. Spear, and Theodore Umbscheiden, who were appointed clerks, were not taken in regular order from the list of eligibles. It was not necessary that Hegeman and Spear should be taken from any list of eligibles. They were appointed to places where they were exempted from examination under Rule XIX, but these three last named had passed the civil-service examination as above stated, and Umbscheiden was only a substitute clerk, and paid from the salary of the regular clerk.

Another specific charge made by Mr. Cone was that the appointment of carriers was without regard to their position on the registers.

On the 1st of June, 1886, Mr. Fiedler appointed seven substitute carriers, all taken from the register of eligibles, examined May 4, 1886.

George J. Hahn, grade 90, first on register.

F. W. H. Reurup, grade 86, tenth on register.

F. J. Wildman, grade 86, eleventh on register.

James P. Madden, grade 79, eighteenth on register.

Patrick McGee, grade 79, nineteenth on register.

Thomas W. Nolan, grade 78, twenty-second on register.

Louis Jonas, grade 70, thirty-eighth on register.

and on July 1st:

Albert Roessler, grade 74, on the register of those examined July 20, 1885.

The selections of these subcarriers, Mr. Fiedler states, have been approved by the postoffice Department.

Concerning the manner of these selections, Mr. Fiedler makes the following statement to the commission:

"When I took charge of the Newark postoffice, April 8, 1886, I inquired of my predecessor as to the manner he would make appointments under the civil-service law should vacancies occur. He stated that he would ask the examining board for a list of names of all who had passed the examination, and select one of the four highest graded names if they were morally and physically qualified, if not, that he would go through the list until he found the man that had all the qualifications combined. As the time was fast approaching when my letter-carriers were to enter upon their annual vacation, the superintendent of carriers informed me that he required some substitutes. I followed the custom of my predecessor, and asked Mr. Cone, secretary of the examining board, for a list of eligibles. He complied without any hesitation, and gave me a list. As there were only a small number from which I could select, I requested your honorable commission to order a new examination, which was granted. After the examination I requested Mr. Cone, the secretary, to furnish me with a list of eligibles.

"Having a necessity for seven substitute carriers, I went over the list carefully, so as to get the best men available, both morally and physically. While they were not all of the highest grade, yet they all passed with a good average and were found good, competent men in every other respect."

One conclusion to be drawn from the preceding statements is that there are postoffices and custom-houses within the operations of the civil-service act where there is not that independence and decision on the part of examining boards which is absolutely necessary to its complete and faithful execution.

In human affairs wherever there is power there will always be some abuse of it. The examining boards are composed of persons in the public service of the United States, and they are appointed or chosen for such service by the postmasters and collectors, and are therefore subordinate to and subject to removal by them.

It is difficult to fix, even by statute, the line of division of authority and duty so that the will of the superior shall not in some way direct and control the subordinate. If the superior be indifferent to the exact enforcement of the law, and especially if the enforcement interferes with his judgment as to his prerogatives and with his political affiliations and obligations, he will know how to influence his subordinate so as to secure the power of selection and appointment he needs but which he would not openly demand.

The line of independent authority between the superior and the subordinate in the same office is not yet so definitely determined by the civil-service act and rules and regulations as to secure anywhere absolute fidelity to its execution. Evidently the Newark office has not been entirely exempt from the influence of superior authority. Attention to the complete discharge of the duties of examining boards and their officers must arise from the indifference of the postmasters and collectors to an exact enforcement of the law. They know when the examining board do their full duty, and if they wink at evasions gross violations of the law will be the consequence.

The investigations at the Newark postoffice show that the appointment of James L. McMonagle, Edward M. Spear, Edward F. Hegeman, George Winckelhofer, and Charles Duffy as clerks were made in conformity with the rules of the commission, and not in violation thereof, each being personal appointments, and exempt from examination under Rule XIX.

That Theodore Umscheiden, appointed as a substitute clerk, was an irregular appointment, he not having been duly certified; although had he been regularly certified he would have been one of the four highest in grade on the register of eligibles and could have been selected.

Of the seven substitute carriers above named, appointed by Mr. Fiedler June 1, all were irregularly appointed, not having been duly certified from the examining board, but while, as Mr. Fiedler says, they were not all of the highest grade, they had all passed with a good average and were found to be good, competent men.

The action of the commission on the above report is shown in the following communication addressed to Postmaster Fiedler:

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., August 16, 1886.

SIR: I am to call your attention to the following action taken by this commission on the 12th instant:

Report of Commissioner Edgerton on the charges of E. T. Cone, late secretary of the board of examiners for the Newark, N. J., postoffice, of violations of the civil-service act and rules by the postmaster at that place, was read. Commissioner Edgerton states in his report that there were no charges against Postmaster Fiedler except those preferred by Mr. Cone. Mr. Fiedler was appointed postmaster at Newark March 29, 1885, and took possession of the office April 8. Only one examination has been held since Mr. Fiedler was postmaster, and that was on May 4, 1886. The register of eligibles shows that from July 14, 1883, to July 6, 1886, there were entered on this register forty-six names eligible for certification for clerks, of which number only eight were certified for appointment, five selected on probation, two only being permanently appointed, being the first two entered on the register. Three were certified and appointed subcarriers and two only permanently appointed. Commissioner Edgerton states that it is believed the facts were otherwise than as stated by the records. In the last examination for clerks, June 26, 1885, sixteen were entered as eligible and two appointed August 20, 1885, and one October 1, 1885, but there is no entry of any other permanent appointment and no permanent appointment of clerks since the two first examined and entered on the eligible register July 14, 1883. Since June 1, 1885, there has been, as is shown by Certifications Nos. 3 and 6, but two certifications of clerks made to the postmaster. Seventy-six names have been entered on the eligible register of carriers since the first examination in July, 1883. Of that number eight only have received permanent appointments.

It appears that Mr. Cone, while secretary, furnished to the postmaster a list of all who were eligible on the register, and that he did this under instructions received from the commission, August, 1885: "That the commission sees no reason for refusing the postmaster the privilege of an examination of the eligible register." Mr. Cone also furnished lists and parts of lists to Postmaster Ward, who was the predecessor of the present postmaster. Commissioner Edgerton states that his investigation at the Newark postoffice shows that the appointments of James R. McMonagle, Edward M. Spear, Edward F. Hegeman, George Winckelhofer, and Charles Duffy as clerks were made in conformity with the rules of the commission, each being a personal appointment, and exempt from examination under Rule XIX; that Theodore Umbscheiden, appointed as a substitute clerk, was an irregular appointment, he not having been duly certified, although had he been duly certified he would have been one of the four highest in grade on the register of eligibles, and could have been properly selected. The seven substitute carriers named in Commissioner Edgerton's report, appointed by Postmaster Fiedler June 1, were all irregularly appointed, not having been duly certified from the examining board; but Commissioner Edgerton adds: "While, as Mr. Fiedler says, they were not all of the highest grade, they all passed with a good average, and were found to be good, competent men."

Upon this evidence of the condition of affairs that has existed at the Newark postoffice since the time the office came under the civil-service act, the commission expresses the opinion that the present postmaster, his predecessor, and the board of examiners for that office, have all been derelict in their duties in the enforcement of the law not, as the commission has reason to believe, for the purpose of evading the provisions of the law and rules, but because of the unintelligent and unbusiness-like manner in which the board of examiners at that office has, since the commencement, conducted its business. An inspection of the records shows them to have been mutilated, and proves that selections have been made from the eligible register without regard to the rule requiring certifications from among the four highest on the list. The commission, calling attention to this dereliction of duty, and exonerating the postmaster and board of examiners from any intention of violating the civil-service act and rules, directs that the attention of Postmaster Fiedler and the members of the examining board of the Newark postoffice be called to this condition of affairs, and that they be instructed concerning the manner of proceeding regularly in the enforcement of the law and rules within the jurisdiction of that office.

It is also directed that this board of examiners shall report monthly to the commission a copy of all certifications made from its eligible registers, together with the grading of each eligible certified and the name of the person who was selected from each certification.

Very respectfully,

W. H. H. FIEDLER, Esq.,
Postmaster, Newark, N. J.

ROBERT D. GRAHAM,
Secretary.

August 17, 1886, the commission received the following:

NEW YORK, *August 16, 1886.*

CIVIL-SERVICE COMMISSION,
Washington, D. C. :

At the examination held in this city on February 4, 1886, for positions in the service, I passed a creditable examination for inspector, receiving a general average of 85.14 and placing me on the eligible list No. 16.

On August 28, 1886, I received a note from A. D. Parker, private secretary to Collector Hedden, to call and see him; I called on the 29th instant and from questions put to me to infer that unless I could get the indorsement of Police Judge H. Murray, who is the county democracy leader of the district in which I reside, I would not receive the position for which I had passed.

At the said examination there have been about 35 or 40 appointments made.

I beg to call your attention to the clause, "that all things being equal," I am a soldier and served my country during the late war, in its hour of peril, and with an honorable discharge.

I do not trespass upon your patience if I thought you did not desire to become acquainted with the facts in this case.

Very truly and respectfully yours,

DAVID THOM.

On August 18, 1886, it was ordered that a copy of this letter be sent to the New York customs board, with instructions to immediately investigate the charges made against Parker and without delay report to the commission the evidence

in compliance with this order, on August 30, 1886, the New York customs board transmitted the testimony of Thom and others, and, on September 3d, transmitted to the commission on a copy of the stenographic notes thereof.

On September 9, the commission made the following decision:

New York customs district. Complaint of David Thom, night inspector, *v.* A. D. Parker, private secretary of Collector E. L. Hedden.

Charge, made in a communication to the commission, dated August 16, 1886, as follows:

On August 28, 1886, I received a note from A. D. Parker, private secretary to Collector Hedden, to call and see him. I called on the 29th instant, and from questions put to me [he] led me to infer that unless I could get the indorsement of Police Judge H. Murray, who is the county democracy leader of the district in which I reside, I would fail to receive the position for which I had passed."

The complaint was on August 18, 1886, referred to the New York customs district with instructions to investigate and report.

In a communication dated September 3, 1886, the board transmitted to the commission a copy of stenographic notes of the investigation of this complaint, made August

Thom testified that when he called on Mr. Parker that gentleman said to him: "Have you been up in Judge Murray's district?" To which the complainant replied:

"Mr. Parker then asked complainant if he knew Judge Murray. "No;" said complainant, "not personally." To which Mr. Parker responded by saying: "I will ask any further questions in regard to that at present, as I can find out all I can about you there." "That," said the complainant, "is about the exact lan-

Parker testified: "I have no recollection of the conversation which the complainant states he had with me, except that I remember asking him whether he lived in Judge Murray's district. * * *

I emphatically deny that there was any political consideration entered into for Mr. Thom's non-appointment. No political consideration entered my mind. I do not know to this day, except by hearsay, since this charge was made, what Thom's political belief is. Mr. Thom's appointment was not made for the reason that I was informed by his superior that as night inspector he was inferior, and that he had been a charge made against him some time back. Subsequently a line was sent to me that there was another charge made against him for sleeping on his job, which is a very grave charge against a night inspector."

In the opinion of the commission the charge made by Mr. Thom has not been sustained by his own testimony. Accepting as true his report of the conversation carried between him and Mr. Parker, there is no reason for Mr. Thom's statement from the questions asked him by Mr. Parker he was led to infer that unless he got the indorsement of Police Judge H. Murray, who is the county democracy leader of the district in which he resides, he would fail to receive the position for which he had passed. Mr. Parker denies that he asked the questions reported

by Mr. Thom, and states that Thom was not appointed because the surveyor had stated that his record was not good, and that he was not a good man in the place now occupied by him, and that he was inefficient and very mediocre.

The complaint is dismissed.

On November 9, 1886, the civil-service reform association preferred charges against the Philadelphia postal board of examiners, and also against the postmaster of that city. None of the facts covering these charges are known to the commission. An investigation has been ordered.

There are pending before the commission several other uninvestigated complaints, which charge in effect certain violations of the civil-service rules. The facts involved in these complaints are unknown to the commission.

Other complaints made to the commission have been decided, but these have been complaints of violations of the rules or regulations by mistaken methods of procedure, and the matters complained about have been satisfactorily determined. It has not been considered necessary to report these complaints to the senate.

And in the belief that all the facts desired by the senate have been herein set forth,

We have the honor to be, sir, with much respect, your obedient servants,

A. P. EDGERTON,

JOHN H. OBERLY,

CHAS. LYMAN,

United States Civil-Service Commissioners.

To Hon. JOHN SHERMAN,

President pro tempore of the Senate, Washington, D. C.

[EXHIBIT 3.]

PHILADELPHIA POSTOFFICE.

OPINION OF THE UNITED STATES CIVIL-SERVICE COMMISSION

attler of certain charges against the Philadelphia postal board of civil-service examiners, and against William F. Harrity, postmaster of Philadelphia.

a matter of the charges of the civil-service reform association of Philadelphia, against the board of civil-service examiners of the Philadelphia postoffice, and William F. Harrity, postmaster of Philadelphia, the United States Civil-Commission, having investigated said charges, expresses its opinion as fol-

CHARGE AGAINST THE BOARD.

complaint against the board of examiners is: Fraud in the conduct of the examination held February 25, 26, and 27, and March 3, 1886, at Philadelphia, of candidates for appointment to fill vacancies in the postoffice of that city.

Indefinite specification under this complaint is that the examination papers used by the commission for the postal examination referred to above were extended to certain of the applicants before the examination.

CHARGE AGAINST POSTMASTER HARRITY.

complaint against the postmaster is: Violations by him of the civil-service

indefinite specification under this complaint is that Rule VIII of the amended service rules has been "constantly if not habitually violated" by him in making appointments to fill vacancies in the Philadelphia postoffice.

FACTS STATED BY THE ASSOCIATION.

making these complaints the association stated that direct evidence of the truth of such statements would be, from the nature of the case, very hard to get; "the association added, "a far different character of evidence from what would be necessary in order to convict a prisoner in a criminal prosecution may produce a certainty of a fact in the minds of the community, and, in a case like this, rebutted, utterly destroy public confidence in the honest administration of a

The association then continued:

the following facts, repeated weekly in the public press and by the people in the city—practically undenied, and true so far as this association, after careful investigation, has been able to ascertain—afford circumstantial evidence that the allegations of which we speak are not without foundation, and in the interest of honesty should be further investigated:

That all, or the overwhelming majority, of the new appointees in the Philadelphia postoffice, entering under the civil-service rules, have been democrats, though known that many republicans presented themselves for examination.

That such appointments have been distributed evenly among the different electoral districts of the city.

3. That though the percentage of those who were certified as having passed the examination was very much greater than at any other previous examination held in this city, namely, about 80 per cent., whereas in previous examinations the percentage was less than 60 per cent., nevertheless, among the appointees are numbers of men who can not spell ordinary words correctly nor write grammatically.

4. That numerous discharges have been made of men who were informed by the postmaster that he had no complaint against them. This is a very convincing reason to the public mind of the truth of the accusations in question, as showing that the postmaster believed that he could select the appointees to fill the vacancies created.

FACTS ASCERTAINED BY THE COMMISSION IN REFERENCE TO THE CHARGE AGAINST THE BOARD.

Upon investigation of the complaint of fraud in the postal examination of February-March, 1886, the following facts were ascertained:

In a communication dated March 4, 1887, the association furnished to the commission two lists of names, four names in one and five in the other. The first list was headed: "List of names given to the association as men who can give information, if they will, of alleged irregularities at the time of said examination." The second list was headed: "List of names given to the secretary, or other officers of the association, as persons who can testify, if they will, that certain candidates at the examination in February, 1886, received assistance from outside, at the time of said examination, and the means by which said assistance was given."

All the witnesses named were notified to appear before the commission at Philadelphia on March 9, last. Four of the five who it was said could, if they would, testify that certain candidates at the examination of February-March, 1886, received assistance from outside at the time of said examinations, and of the means by which such assistance was given, testified that they knew of no assistance rendered to any of the candidates in that examination, and that they had no reason to believe that the examination was in any way unfair.

Only one of the witnesses named by the association—only one of all the persons testifying concerning the February-March, 1886, examination—even intimated that there was anything unfair in that examination. This witness was a Mr. Bolton, now a resident of Reading, Pa. Upon being requested to appear before the commission and testify, he wrote a letter hereinafter referred to, and also made an affidavit.

In his affidavit Mr. Bolton states that "Assistant Custodian Cahill was stationed at a point where candidates passed on their way to the examination room and that certain of them were directed to Custodian Gerker's office and were there supplied by certain persons with the answers to questions that were to be propounded in the examination."

Deponent did not *know* these facts. He obtained them from two persons, whose names he was unwilling to give.

Assistant Custodian Cahill was called as a witness. He made a statement in denial of Bolton's charge that must convince every person who may read it that he directed no applicant to the room indicated by Bolton, and that at least in so far as he had knowledge, there was no unfairness in the examination questioned by Bolton and by the street rumors and partisan falsehoods which became dignified into importance by the action of the association in accepting them as strong circumstantial evidence that the complaints made against the board of examiners and the postmaster were not without foundation.

During the time General Huidekoper was postmaster Mr. Bolton was an employé of the Philadelphia postoffice. He resigned his place after Mr. Harrity became postmaster. In the letter above referred to, addressed to the commission, from Reading, Pa., and dated March 9, last, he says: "I was not removed from the P. O., but resigned voluntarily." This fact is referred to by Mr. Bolton as evidence that he is *not* prompted by revenge in making charges against the Philadelphia postal board of examiners and Postmaster Harrity. As further evidence of his unprejudiced motives

in arousing the Philadelphia association to action upon his suspicions, he proceeds to tell the commission, in the remarkable letter referred to above, that if he were present at the investigation, to which he had been invited, he could do no more than corroborate what he had before that time communicated to Mr. R. Francis Wood, both verbally and in writing; and what he had communicated to Mr. Wood he states in a manner which he evidently believes to be the manner of an unprejudiced person compelled to speak disagreeable truths in the interest of fairness. He says:

The so-called civil-service examination held in February, 1886, was, in my opinion and judgment, a palpable fraud and bold-faced swindle, inasmuch as men passed that alleged examination and were given high averages who could hardly write or spell the plainest words, and who knew but little more of the subjects they were examined on than they do of the Greek alphabet. I regard the whole thing as a travesty upon decency and an insult to common sense.

Mr. Bolton has furnished no evidence of the correctness of this remarkable opinion of his, or in support of the soundness of his judgment as thus expressed, and all the facts of the examination in question show that his opinion and judgment were justified only by partisan suspicion whispering false rumors.

Mr. Bolton continues as follows:

I firmly believe that upon an honest examination not 10 per cent. of the class in question would or could have passed; whereas, if my recollection is right, about 82 per cent. were certified to have passed. I know something of what a civil-service examination is like when fairly and impartially conducted. I was a member of the first class examined under the law, and was successful. That class consisted of, I think, 36 members; 11 passed, 25 failed. The second and third class had a larger percentage of successful members; but, as far as I can recollect, the largest number successful in either of the classes examined while General Huidekoper was postmaster was about 52 per cent., while at the first examination held under Mr. Harrity's incumbency about 82 per cent. were successful, and this in a class whose personnel was most decidedly inferior to that of any of the preceding classes.

There is no truth in this statement, as is shown by the evidence of Mr. Barber, formerly a republican employé of the Philadelphia postoffice, and secretary of the board of examiners; but Mr. Bolton evidently believes the statement, for he continues as follows:

Does the result indicate that a crowd of democratic heelers, rounders, ward-workers, and bar-room politicians are more intelligent and better educated than the classes composed largely of republicans previously examined, or does it indicate the existence of a previously prearranged plot to swindle them through? I prefer to believe the latter, and so does every republican left in the Philadelphia postoffice, who is obliged to come in daily contact with these men, and hence is aware of their inferiority as compared with the men who were removed to give them places; removed because they were republicans, and their successors are appointed because they are democrats; that is all there is of it. I believe it to be a rare case where you will find one of Mr. Harrity's appointees the equal of the man he supplanted. * * * General Huidekoper left the Philadelphia postoffice, the postoffice of the United States *par excellence*; six or eight months of Mr. Harrity's reform (?) management degraded it to a condition of inefficiency unparalleled in the country. And this is civil-service reform.

Of all the persons examined by the commission—of all the persons expressing to the commission an opinion in the matter of the examination of February–March, 1886—Mr. Bolton is the only one who has even intimated that there was not perfect fairness in that examination, and that Mr. Bolton's opinion and judgment are the opinion and judgment of a prejudiced and even malicious partisan is certainly evidenced by his letter from which extracts have been quoted above. No evidence taken by the commission tended in even the slightest degree to establish the truth of any one of Bolton's reckless denunciatory charges against the integrity of the Philadelphia postal board; but, on the contrary, all the evidence taken, and all the facts surrounding the examination of February–March, 1886, show these charges to be utterly without foundation and to have been made without any regard for the truth. The evidence clearly shows that no person who was in that examination was given an eligible average by the board of examiners who was not entitled to receive such an average, and that the examination was conducted under all the safeguards pro-

vided by the commission, and with as much carefulness and impartiality as had distinguished any of the postal examinations preceding it at Philadelphia.

In proof of this emphatic assertion some facts may be stated.

The questions used in the impugned examination were prepared by the commission, and were forwarded to the board of examiners under the immediate direction of Commissioner Lyman, who was at that time chief examiner. It is not even pretended that the questions were furnished to any unauthorized person or persons by anybody at Washington. No question of that examination, or of any other examination that has been conducted under the authority of the commission since the passage of the civil-service law in 1883, has ever been exposed either by the printer or by any officer or employé of the commission. In this instance, Commissioner Lyman states that no person besides himself knew anything about the questions to be transmitted, or what questions had been transmitted. They were addressed to Mr. E. A. Barber, who had been secretary of the board ever since its organization in 1883. Mr. Barber is not in political affiliation with the dominant party. He testified that he was present in the examination room when the package containing the examination papers was opened in the presence of the class to be examined. He states that there was a heavy black twine tied around the package, and that it was sealed; that there was no appearance that the package had been opened; that he is satisfied "it had not been touched;" that the examination was conducted in the ordinary manner, and the question sheets given out as they were required by the various applicants; that one of the examiners was always present at the desk to take charge of the filled-up question sheets and arrange them in proper order; that as rapidly as one series of sheets was completed they were tied together with a rubber band and laid on the mantel-piece until the end of the examination; that at the conclusion of the examination these completed or filled-up sheets were secured by heavy gum bands and placed in a compartment of the safe; that applicants were so carefully watched to guard against any of the questions being taken from the room that the board received a great deal of adverse criticism and was charged with being too careful; that it was impossible for an applicant to take one of the sheets from the room, and that it is not at all probable he could have taken copies of them; that he, Barber, was constantly present at the examination, which covered six days; that he is satisfied not a single question sheet was taken from the room; that nobody asked him for any of the question sheets excepting members of the association making the complaint; that the board pursued a course in marking examination papers which precluded the members of the board from knowing the name of the applicant whose papers were being marked at any particular time; that the papers were marked by the board in ignorance of whose papers they were; that the names of the persons passing the examination or failing to pass it were not known to the examiners until after all the examination papers had been marked and graded.

All the evidence taken upon this point is to the same effect with that of Mr. Barber, and not one particle of evidence shows that there was any carelessness or partiality in the examination the fairness of which has been impugned.

The complaint that this examination was unfair; that persons in the examination were furnished with the questions by somebody; that persons were enabled, by information obtained or by the partiality of the examiners, to successfully pass the examination is therefore declared by the commission to be without any foundation in fact.

FACTS ASCERTAINED BY THE COMMISSION IN REFERENCE TO THE CHARGE AGAINST POSTMASTER HARRITY.

Upon investigation of the complaint of violation, by Postmaster Harrity, of the civil-service act, rules, and regulations, and particularly of Rule VIII, the following facts were ascertained:

No evidence taken shows that the postmaster has discriminated in favor of or against applicants because of their political or religious opinions or affiliations. On

rary, it is conclusively shown that requests were made by the postmaster in an irregular manner; that certifications were made to him by the board of examiners in an irregular manner; that selections were made by him in regular manner and without apparent attempt by him to select partisan friends or reject political enemies; that he appointed nine out of ten of all the eligibles upon the register; that in no case so far as the evidence develops the facts, did he violate either the civil-service rules. Three hundred and forty-two persons passed the carriers' examination in February-March, 1886, of whom 275 were appointed after being duly certified, and 67 being absent having been withdrawn before certification. In other words, of the persons eligible to the position of letter-carrier Postmaster Harrity selected all. One hundred and sixty-two males passed the clerks' examination, and all of them excepting 19, were selected. All of the appointments were made in order from highest to lowest in grading or average, and every name upon the register of eligibles was selected the regular number of times.

THE FIRST FACT STATED BY THE ASSOCIATION CONSIDERED.

In connection it becomes necessary to consider the four facts stated by the association as evidence of the truth of the complaint made against Postmaster Harrity and the board of examiners. The first is—

First, all, or the overwhelming majority of the new appointees at the Philadelphia postoffice, entering under the civil-service rules, have been democrats, though it is true that many republicans presented themselves for examination.

The association charges inferentially either that the board of examiners prevented republicans from taking the examination, or that the postmaster, having obtained information of the politics of the persons who did pass, refused to appoint the republicans because they were republicans, and did appoint democrats because they were democrats.

The commission has been unable to find any evidence that the board of examiners unfairly marked the examination papers of republican or democratic applicants, or that the board knew anything of the politics of the applicants in the examination of February-March, 1886. The board was composed of four honorable men. One of them was a republican of zeal and of unquestioned devotion to his party; and it is not to be presumed that he entered into a conspiracy with the democratic members of the board to undermark republicans and overmark democrats.* In fact, the members of the board knew neither the names nor the politics of the applicants whose papers they marked. When the examination commenced each of the applicants was given a sheet of paper that is called the "declaration sheet." The blanks on this sheet he filled with his name, postoffice address, and other facts required by the commission. He folded it and placed it in an envelope, which envelope he himself sealed. On the envelope he placed his examination number, which number was also thereafter written by him on each sheet of the examination papers received by him. No mark could in any possible way identify him by name or in any other way was placed on the envelope or any of the examination papers. Nothing was written on them except his examination number and his answers to the examination questions. These were submitted to the board of examiners, and no member of the board knew the name of any applicant whose papers he marked. The papers were therefore graded upon their merits. The examiners could not in any possible way have given high marks to democrats and low marks to republicans, the politics of the applicants being effectually concealed from the examiners as were the names of the applicants. Therefore, an overwhelming majority of the applicants who passed were democrats. The fact must be attributed to some other cause than the unfairness of the examination who marked the papers.

It should also be said, with equal emphasis, that if all, or the overwhelming majority of the new appointments at the Philadelphia postoffice, entering under the civil-service rules, are democrats, the board is now composed of five members, three democrats and two republicans.

ice rules, have been democrats, that fact must, so far as the commission is enabled to judge from the evidence, be attributed to some other fact than a violation of Rule VIII.

The evidence shows, as has been stated, that Postmaster Harrity selected eligibles for appointment from certificates regularly made, each containing the names of the four eligibles standing at the head of the list; and there is no evidence that in any instance he refused to select any applicant thus certified to him for the reason that such applicant was a republican.

This statement is not contradicted by the fact that a vast majority of Postmaster Harrity's appointees were, as it is stated, democrats. We may accept as true the statement that nearly all the applicants for that examination were democrats—that very few republicans applied.

This being true, how can this fact be explained? Does it show, in the language of the association, "that there must be a grave defect in the law itself, or in the rules and regulations of the commission?" That the law is perfect no one claims. That the rules require amendment may be true. But no candid person, informed upon the subject, will claim that the failure of republicans to enter the examination in question should be attributed to imperfection of the law or defect of the rules.

Under the law and rules any citizen of a certain age may apply for examination, and having made application he must be examined. But in this instance very few republicans applied, and democrats applied in large numbers. This result was produced by several causes, to a statement of which attention is invited.

On July 16, 1883, the examination provision of the civil-service act became effective, and in that month the first postal examination was held at Philadelphia. In the language attributed to General Huidekoper by a member of the association: "No Democrats, or scarcely any," entered that examination or certain other of the subsequent examinations. They believed that the classified civil-service system was a partisan system, and that General Huidekoper, the republican postmaster, who continued in office thirteen months after the election of President Cleveland, would not appoint them. That this is true is shown by the fact that even after the change of administration in 1885, very few democrats succeeded in obtaining places in the Philadelphia postoffice. From July 16, 1883, until December 1, 1885, a period of two years four months and fifteen days, General Huidekoper appointed 203 persons under the civil-service act and rules. On this subject Mr. Harrity says in his statement to the commission—

My predecessor as postmaster here, General H. S. Huidekoper (and I do not wish to insinuate that there was any violation of the civil-service law on his part), appointed 203 persons from the registers of eligibles. That was from July 16, 1883, when the civil-service act went into effect, down to December 1, 1885, when he went out of office, thus covering a period of two years four months and fifteen days. During one year three months and fifteen days of that period the federal administration was republican, and there was no notice of a change of administration. But in November, 1884, the democratic party carried the election. Democratic applicants under the civil-service law had a right therefore to feel more encouraged to enter the examinations, as General Huidekoper remained in office about thirteen months after the election of President Cleveland. General Huidekoper, too, was regarded as a civil-service reformer (and mark me, I do not say that he was not, but I find it necessary to refer to the fact), and his retention on that account, among others, was asked for by several estimable citizens. Yet, notwithstanding all these facts to encourage democratic applicants, out of the 203 appointments thus made by him, but 5 were democrats; 1 of them a minor at the time, and the democracy of some of the other 4 not very pronounced, certainly not until after a change of administration. One of them had contributed to the republican campaign fund of 1884. I had not inquired into these matters until some time after the publication of the communication of November 9, 1886, when Philip C. Garrett, esq., W. W. Montgomery, esq., and others called and seemed to attach so much importance to the fact that an overwhelming majority of my appointees were democrats. I then collected the information with the result above stated, and refer to it as illustrating how an "overwhelming majority" of applicants and appointees are likely to be of the same political party as the administration in power.

This condition of civil-service affairs existing at Philadelphia before Mr. Harrity became postmaster is not referred to for the purpose of even intimating that General Huidekoper was guilty of any violation of Rule VIII, but for the purpose of showing that the fact that all or an overwhelming majority of the appointees at the Philadelphia postoffice, entering under the civil-service act and rules, were, while General Huidekoper was postmaster, republicans, did not suggest to even so vigilant a body as is the Philadelphia civil-service reform association that "there must be a great defect in the law itself or in the rules and regulations of the commission." Indeed the fact that only republicans were being appointed by Postmaster Huidekoper did not seriously challenge the attention of the association, and it appears to have been accepted by the public journals of Philadelphia as a matter of course.

It is probable that if General Huidekoper had continued in the Philadelphia postoffice until the present time this condition of affairs would have remained unchanged. Democrats in large numbers would not have entered the examinations, believing they had little chance of appointment, and republicans in large numbers would have entered, believing they would be preferred to democrats for appointment. But on December 1, 1885, General Huidekoper, the republican, left the office, and Mr. Harrity, the democrat, assumed the duties of postmaster. This change was the occasion of much public acrimonious partisan comment and discussion. As a result of these comments and discussions republicans in Philadelphia became impressed with the belief that if they were to apply for examination and should pass successfully they would have little or no chance of appointment. They were made to believe that Postmaster Harrity would select democrats only. And this belief obtaining among democrats also, democrats began to make application for examination. Large numbers of them were examined, and passed.

Under General Huidekoper, the republican, not many democrats applied for examination, and the names of only a few were placed upon the registers of eligibles; but many republicans applied, and at that time nearly all the persons eligible for appointment were members of the republican party. The democrats stood back in the belief created by the declarations of certain public journals that the civil-service act and rules were being constantly perverted in the interest of the republican party—that the act had been passed to protect incompetent republicans in their places, and the rules made to keep democrats out of the federal service and make the admission of republicans easy. As soon as Mr. Harrity became postmaster republicans no longer applied in great numbers, as previously, for examinations at the Philadelphia postoffice, and democrats began to crowd in and clamor for examination and for places. The republicans stood back in the belief created by the repeated assertions of certain public journals of Philadelphia that democrats would be preferred to republicans both in examination and in appointment—that democrats only need apply with any probability of success. In this way the registers of eligibles became filled with the names of democrats, and for this reason the great majority of the eligibles certified to Postmaster Harrity by the board of examiners were members of the democratic party. Mr. Barber, a republican, who was secretary of the board of examiners from the time of the organization of the board until February 1, 1887, was outraged by this condition of public sentiment. He resigned his position as secretary and as a member of the board, and in his letter of resignation said:

It becomes necessary for me to tender my resignation as secretary and as a member of the local board of examiners. This I do with regret since I have been connected with the board from its organization and have at all times been in full and hearty sympathy with the movement. The open hostility which has been exhibited by the Philadelphia press, particularly by the republican papers, within the past year has, however, considerably discouraged all true friends of reform in this city, and until there shall be evidence of the re-awakening of a general public sentiment in favor of a strict enforcement of the law, both in spirit and letter, there will be little incentive to prosecute the work further.

In his testimony before the commission, Mr. Barber stated that he made the above statement for the reason that the republican press of Philadelphia, particularly three

papers which he preferred not to name, had invariably sneered at and criticised everything that had been done in the way of civil-service reform. He also stated that, in his opinion, this course of the republican press of Philadelphia had prevented many republicans from making application for civil-service examination. And he also stated that, to the best of his knowledge and belief, the law, rules, and regulations had been observed in making examinations and appointments at the Philadelphia postoffice, "in the spirit as in the letter, since the law went into effect up to the present time."

From all this we find that the law and rules fail to act with unpartisan effect, not because of imperfections of the law or defects of the rules, but because partisan prejudice created by a partisan press for party purposes keeps democrats out of the civil-service examinations when the republican party is in power, and keeps republicans out when the democratic party is in power. This effect cannot be prevented by an amendment of the law or rules that has yet been suggested; but when the law shall have been accepted in good faith by both the great political parties, and appointing officers shall all, by official word and act, declare their determination to execute faithfully, there will then be no longer any question of the unpartisan operation of examinations for the classified civil-service. This condition of party sentiment is being produced certainly if not rapidly, and there is no reason to doubt that the discussion upon the complaints under consideration will produce a good effect at Philadelphia by showing the public how little reliance may be placed upon the truthfulness of certain partisan journals of that city when they pretend to discuss the civil-service act or rules, or when they make statements concerning the commission, its board of examiners, or appointing officers who are members of the political party of which they are not members and upon which they make daily attacks. This discussion will also produce other good results, and it is to be hoped that it will have such an effect that hereafter no citizen will remain out of a civil-service examination because he is not of the party dominant in national affairs.

At the New York postoffice no question of politics ever enters into any matter connected with the execution of the civil-service act and rules. In that city the public journals that attack the law upon principle do not, as at Philadelphia, systematically declare that the law is being disregarded, if not openly violated, by civil-service boards of examiners and appointing officers. The result is, persons who desire to enter postal service at New York apply for examination—democrats, republicans, and labor reformers alike. They are examined; many of them get upon the registers of eligibles; not one of them, no friend of any one of them, no popularly supposed-to-be influential member of any political party, no man of social standing, no pretended reformer mouthing fine phrases while industriously working for spoils, ever approaches any member of the board or the postmaster to influence the examination of an applicant or the appointment of an eligible. Every communication addressed to the postmaster recommending an applicant is referred by him unread to the board. When a vacancy occurs the eligible whose name is at the head of the register of eligibles is probationally appointed, as a matter of course, and if his services prove to be satisfactory he is appointed absolutely; but if his capacity and habits are not satisfactory he is dismissed and no solicitation for his re-instatement is entertained. The case is closed with dismissal. In this way all the time of the postmaster is saved for the discharge of his public duties, and in that great office the postmaster is not required to lose a moment in a year listening to or reading solicitations for office.

This condition, so desirable as a general condition, is being produced at other classified postoffices and custom-houses, and will, it is to be hoped, in time be the rule. At no postoffice or custom-house is the board of examiners any longer composed of members of one party, and at some offices in both services the rule now obtains that the eligible whose name stands at the head of the register shall be appointed probationally as a matter of course. When this condition has become general (and it will soon become general if reform associations and friends of the civil

titive system will aid the commission in the work of counteracting the falsehoods (partisan journals) there will no longer be any question in the public mind that the civil service-act is a beneficent law, wholesome in all its effects upon the politics of the republic, and upon the public business of the nation.

THE SECOND FACT STATED BY THE ASSOCIATION CONSIDERED.

The second fact to which the association has called attention is—

That such appointments have been distributed evenly among the different election districts of the city.

By reference to Postmaster Harrity's testimony it will be seen that there is no truth in this statement. An exhibit attached to the testimony contains a list of the names of the persons appointed by him, and opposite each name is a statement of the person's residence. This list shows clearly that appointments were not made in the manner stated by the rumors which the association says it accepted as true in so far as it was able to determine their truth after careful investigation. But it appears that the careful investigation of these appointments was made for the association by a brother of a discharged employé of the Philadelphia postoffice, himself a disappointed applicant for place in that office; a man not very intelligent, not accurate in statement, and prejudiced politically against Postmaster Harrity. Careful investigations are not often made by such men, and the testimony shows that in this instance the person employed by the association to ascertain whether Postmaster Harrity had distributed his appointments evenly among the different election districts of the city was uncared in his investigations and inaccurate in his statements.

THE THIRD FACT STATED BY THE ASSOCIATION CONSIDERED.

The third fact stated by the association is—

That though the percentage of those who were certified as having passed the examination was very much greater than at any other previous examination held in this city, namely about 80 per cent., whereas in previous examinations the percentage was less than 60 per cent., nevertheless among the appointees are numbers of men who can not spell ordinary words correctly nor write grammatically.

Mr. Barber has made a satisfactory statement concerning this matter. He says it is not true that 80 per cent. of those who entered the examination in question were certified as having passed. He continues:

The records of the board will show that precisely 75 per cent. of those examined at that time were successful. The association is also mistaken in asserting that at previous examinations those who passed successfully was less than 60. A few illustrations, taken from the official records of the local board of examiners, will, I think, establish to your satisfaction the inaccuracy of that statement, thus: At the examination held on December 13, 1883, 71.43 per cent. successfully passed. At the examination held on June 12, 1884, 69.81 per cent. were placed on the eligible register, and at the examination held on March 18, 1885, 68.42 per cent. were successful. In several other examinations the percentage was about 60. With the unusually large number of women who entered the examination in question eliminated from the calculation, the percentage of successful male applicants would be still less than 75.

Commenting upon this statement, Mr. Barber says:

It will thus be seen that the proportion of those who were successful at the examination in February and March, 1886, was very little larger than at some of the preceding examinations, and this, too, notwithstanding the fact that applicants at that examination had the advantage of having been furnished, by direction of your commission, with copies of the annual report containing samples of questions used at a prior examination. The civil-service act is becoming better understood by the public, and applicants at this time are more fully informed concerning the character and extent of the examinations than they were for some time after the law went into effect.

Concerning that part of the third fact submitted by the association which charges that, as the result of the February-March 1886, examination, numbers of men were

appointed who could not spell ordinary words correctly nor write grammatically, no evidence whatever going to prove this charge was submitted by the association, and every fact in relation to the impugned examination brought to the attention of the commission gave emphatic denial to this utterly foundationless charge. Every person appointed from the eligible registers supplied by the examination of February-March, 1886, can spell, write, cipher, and construct sentences of the English language. The exposure of the questions of that examination to persons who could not write would not have made such persons good penmen; but the examination papers of every one of the persons appointed show that every one of those persons was at least ordinarily skillful in penmanship. The exposure of the questions to persons ignorant of orthography would not have given to such persons the ability to spell correctly in the dictation exercise or in writing the letter required; but the examination papers of every one of the persons appointed show that every one of those persons was at least ordinarily correct in spelling words.

An investigation of charges against Postmaster Harrity was made by Messrs. Barrett, Ryon, Arrington, Harrison, and Darby, inspectors of the Postoffice Department, commencing September 21 and ending October 2, 1886. The examination of February-March, 1886, was considered by those inspectors, and the charge that certain of the persons who had passed that examination and had been appointed were unable to read and write was investigated. In their report to the Postmaster-General they say:

We have scrutinized all the examination papers of the carriers appointed, and find that the markings and gradings have been carefully and conscientiously made by the board, and we can testify to the utter falsity of the published charges that some of them are unable to read and write.

In another part of the report they say:

We have seen the examination papers of all the clerks, both substitute and regular, appointed from the list of eligibles since Mr. Harrity became postmaster, and can bear testimony to the justness of the markings, as shown by these papers.

And from the evidence taken by the inspectors they arrived at the conclusion that in point of intelligence and education the men appointed by Postmaster Harrity were quite equal to the men appointed by his predecessor.

No person has been appointed to a not excepted classified place in the Philadelphia postoffice who has not successfully passed, without previous knowledge of the questions submitted to him, an examination prepared by the commission, and every examination prepared by the commission thoroughly tests the applicant's knowledge of the elements of the English language.

THE FOURTH FACT STATED BY THE ASSOCIATION CONSIDERED.

The fourth fact referred to by the association is—

That numerous discharges have been made of men who were informed by the postmaster that he had no complaint against them. This is a very convincing reason to the public mind of the truth of the accusations in question, as showing that the postmaster believed that he could select the appointees to fill the vacancies created.

The association failed to prove the charge that the postmaster informed numerous men discharged by him that he had no complaint against them, and the commission could not supply the proof. Mr. Wood, the secretary of the association, was asked the question:

The fourth charge is that numerous discharges have been made by the postmaster without complaint against the persons discharged. Upon what evidence did the association base the statement that the postmaster had informed numerous employees discharged by him that he had no complaint to make against them?

Mr. Wood replied:

I may perhaps confess that there is a slight looseness in our language. We should have said: "By the postmaster and his assistants." The statement was by one man who it seems had thus been informed by the postmaster at the time of his dismissal.

after stating that Postmaster Harrity had informed numerous persons discharged by him that he had no complaint against them, and that this was a convincing reason for the truth of the accusation against the postmaster, the association by its secretary said: "In saying this we used loose language. Instead of saying that Postmaster Harrity informed *numerous* persons discharged by him that he had no complaint against them, we should have said he informed *one* person discharged by him that he had no complaint against him." This admission is in effect a withdrawal of the fourth fact stated by the association.

But Mr. Bolton says in his affidavit:

After the present postmaster was qualified, many persons were dismissed from the government service for political reasons, which can be proved by calling Dr. Harry Guss and asking him to detail the circumstances of his removal, and a conversation between himself and the present postmaster.

This too willing witness is not sustained by the facts in this case. It appears that Dr. Guss resigned his place as clerk, to take effect June 30, 1886, and his letter of resignation, addressed to Postmaster Harrity, conveyed to that officer the first intimation of Mr. Guss's intention to leave the service, and he was furnished by the postmaster with a letter of commendation.

In his testimony Mr. Harrity says he recalls but two instances that would give color to this charge. He says that in one instance, that of an employé who filled a considerably excepted position, the employé asked him if there had been any charges made against him, to which Mr. Harrity replied, "None affecting your intelligence or integrity." Mr. Harrity continued as follows:

There had been complaint made against him because of his abrupt and rude manner to the public with whom he had to deal. I did not think it necessary to inform him that, because my chief reason for his removal was that he held one of the most important excepted positions in the office, and I felt it to be my duty to have some one in the position whom I knew, and in whom I had entire confidence.

In another case an employé who had been removed for good reasons, having returned to the office to get some things belonging to him, asked me on the floor of the office why I had removed him, when I replied, "Because I thought proper to do so." These interviews, together with very many others that never took place, were published in exaggerated and misrepresented shape in some of the partisan newspapers.

But even if the charge were true that Postmaster Harrity had dismissed a large number of employés for political reasons this commission could take no action in reference thereto under the civil-service act.

Hitherto the commission has said that, in its opinion, it is contrary to the spirit of the civil-service act to remove any person from the classified civil-service for purely partisan reasons; but the fact remains that the act does not make removals for partisan reasons an offense. Indeed, it in no way modifies the power of removal, except that it declares that a removal shall not be made—

- 1) Because a person in the service has refused to contribute to a political fund or for a political purpose.
- 2) Because a person has refused to render service to any political party.
- 3) Because a person has refused to permit the appointing officer, or any other person in the civil-service, to coerce his political action.

In his speech on the civil-service bill, made in the United States senate on Tuesday, December 12, 1882, Senator Pendleton, the author of the bill, said:

As it is stated that it [the bill for an act to regulate and improve the civil-service in the United States] provides against removals from office. There is nothing like it in the bill. Whether or not it would be advisable to fix the tenure of office, whether or not it would be advisable to limit removals, are questions about which men will differ; but the bill as it is, and as we invoke the judgment of the senate upon it, contains no provision either as to tenure of office or removals from office. It leaves those questions exactly where the law now finds them. It concerns itself only with admission to the public service; it concerns itself only with discovering in certain proper ways or in certain ways—gentlemen may differ as to whether they are proper or not—the fitness of persons who shall be appointed. It takes cognizance of the fact that it is impossible for the head of a department in a large office personally to know

all the applicants, and it therefore provides a method by which, when a vacancy occurs by death, by resignation, by the *unlimited power of removal*, a suitable person may be designated to fill the vacancy.

This is a true statement; for, although removals for the three causes above stated are forbidden by the law, removals for any one or for all of those causes may be made. The officer making the removals may for this cause be himself removed; but under no provision of the law can the persons removed demand restoration to the service.

It is true the President might make a rule requiring every appointing officer of the executive civil-service to state a reason for every removal made; but there is no law requiring this, and it is required by no rule. A rule requiring reasons for a dismissal to be filed with the order of dismissal would, in the opinion of the commission, be a wise rule, but, in the absence of a provision of law or a presidential rule requiring this, reasons for removal cannot be required, and the appointing officer may, without incurring the danger of any penalty, remove an employé for any cause, and refuse to give the employé any reason for his action. He may even remove an employé for no cause without danger of any action that can be taken against him under the civil service acts and rules.

From this statement of the law in relation to removals it will be seen that this commission had no authority to inquire into the reasons that influenced Postmaster Harrity to remove certain of the employés of the Philadelphia postoffice. The commission was compelled to take his volunteered denial that he dismissed employés against whom he had no complaint to make—that he dismissed any employé for partisan reasons only.

THE CHARGE OF POLITICAL ASSESSMENTS.

Concerning the charge made by a correspondent of the reform association, signing the false name of William St. John Hubbard, that the employés of the Philadelphia postoffice "were assessed for political purposes during the late campaign," it is only necessary to say that the evidence taken in the investigation of the charge shows that it has no foundation in fact.

DECISION OF THE COMMISSION.

Upon careful consideration of the evidence taken in this investigation the commission decides:

1. That there is no truth in the charge that the examination of February-March 1886, at the Philadelphia postoffice, was unfairly conducted, or that any applicant in that examination obtained in advance any of the questions used in that examination.
2. That there is no truth in the charge that William F. Harrity, postmaster at Philadelphia, has been guilty of any violation of Rule VIII of amended civil-service rules, or of any of the rules, or of any of the provisions of the civil-service act.
3. That there is no truth in the charge that any person or committee has, since December 1, 1885, assessed the employés of the Philadelphia postoffice, or any of them, for political purposes.

JOHN H. OBERLY,
CHAS. LYMAN,
United States Civil-Service Commissioners.

Commissioner EDGERTON adds the following before signing:

To this report I agree with the exception of the following words in the paragraph concerning reasons for dismissal:

A rule requiring reasons for dismissal, to be filed with the order of dismissal, would, in the opinion of the commission, be a wise rule.

Such is not my opinion.

A. P. EDGERTON,
United States Civil-Service Commissioner.

WASHINGTON, D. C., June 30, 1887.

THE EVIDENCE

the investigation of charges against the Philadelphia postal board of civil-service examiners, and against Postmaster Harrity (transmitted to the commission by the civil-service reform association of Philadelphia), commencing Tuesday, March 8, 1887.

Present: Commissioners Oberly and Lyman; Postmaster William F. Harrity; R. Francis Wood, secretary of the Philadelphia reform association; George F. Parker, chairman, and E. A. Barber, ex-secretary of the Philadelphia postal board of civil-service examiners; Jerome A. Maher and P. Lacy Godard, members of said board, and William E. Morgan, stenographer of the commission.

Under the direction of the commission,* the United States Civil-Service Commission—Commissioners Oberly and Lyman being present—met at the Philadelphia post-office, at 10 o'clock a. m., Tuesday, March 8, 1887, for the purpose of investigating certain charges against the Philadelphia postal board and certain charges against Postmaster Harrity, transmitted to the commission by the civil-service reform association of Philadelphia.

Commissioner OBERLY. Certain charges have been made against the board of civil-service examiners of the postoffice, and against Postmaster Harrity. These charges have been presented to the commission by the civil-service reform association of this city. [See Exhibit A.] Commissioner Lyman and I have agreed that, for the purpose of determining the manner in which the civil-service law and rules have been executed in this office, and for the purpose of determining the truth or falsity of the charges made against the board and the postmaster, we will inquire when and by whom the examination questions are received at this office; when and by whom the questions are opened; how the examinations are conducted; how the examination papers are marked and graded; how and by whom the eligible registers are made up; how requests for eligibles are made by the appointing officer; how and by whom certificates are made, and whether other eligibles than the four highest on the list are ever certified; whether a selection is regularly made from each certificate; whether eligibles are rejected or selected for no other reason than that they belong or do not belong to a particular political party; and, generally, into all the questions that collaterally grow out of these questions. But, first, we desire that Mr. Wood, the secretary of the reform association, who is present, shall make a statement; and I therefore now ask him to state when and for what purpose the civil-service reform association was organized, what its objects are, and upon what information and for what purpose it made the charges contained in its communications to the commission, dated November 9, 1886.

TESTIMONY OF R. FRANCIS WOOD, ESQ.

Secretary WOOD. The civil-service reform association was organized about the middle of April, 1880. Its object, as declared by its constitution, was to endeavor to have two laws passed by Congress: First, the bill which was known as the Pendleton bill, afterwards passed; second, the bill repealing the acts known as the four years' laws, which limit the term of certain officers to four years.

Our work commenced by agitation through the press, through public pamphlets of our own, by holding occasional public meetings, at which speeches were delivered, and by combining with other associations organized about the same time in the country for the purpose of getting these bills through Congress.

Our other work has been the investigation, so far as we could, of complaints made from time to time to the association of irregularities since the law was passed, in its execution, not only in the Federal departments but also in the city government here. An attempt which has been entirely unsuccessful was to have a similar law passed by the Pennsylvania legislature. Our only work that was more successful was the introduction of similar measures in the new charter of the city of Philadelphia. I think that covers the first point.

In regard to the letter which we wrote to the commission, dated November 9, last: The complaints of the examination held here in February were first made to our as-

*The commission will go to Philadelphia March 7, and commence to investigate the charges made by the Philadelphia civil-service reform association against the civil-service board of examiners for the Philadelphia postoffice and the postmaster of that city. Stenographer Morgan will accompany the commission for the purpose of performing such work as may be required of him. It is directed that the civil-service reform association be informed that the commission will be at the Philadelphia post-office on Tuesday, March 8, at 10 a. m., for the purpose of hearing any testimony it may desire to present in proof of the charges above referred to. It is also directed that the board of examiners and postmaster be informed of the time and place of the proposed investigation. (Minutes March 1, 1887, clause 17.)

sociation, principally, of course, to myself as secretary. Not very long after the examination was held, I suppose about two months afterwards as far as I can recollect, we were told that certain applicants were favored in some way. We never were told that they were favored in the marking, but by getting some knowledge in some way of the questions, and that the result had been the almost uniform appointing of men from one party, and thus, in consequence of these stories, which were told us with considerable detail but of which we had no evidence, we sent a committee to Washington in June last who saw two members of the commission and laid the whole statement of the case before them. Our impression at that time was, that in some way the package of papers had been opened and outsiders had got the papers and instructed certain candidates as to the answers; and we suggested to the commission that, in future, to guard against that, the papers should be sent to the place where the examination was to be held in packages sealed, and be opened before the class, so that no such charge could be made. The thought of our association at that time was that there had been some carelessness in handling the papers, and that some one got them that had no right to them. We were discouraged by the apparent disbelief of the commission that anything had been wrong then; but later in the summer, about the last part of August, other information was brought to the association which became more specific, and the names were given. It was not from any one source, but from a great many different people. Some were from men who had been discharged, and we recognized that that testimony was not of much value. It was not all from such sources. We felt it our duty to do what we could to prove or disprove it. We made out a list of the appointees, which we were told was furnished by the postmaster officially, and we submitted it to Postmaster Harrity, and asked if he would not correct it, or tell us whether it was accurate or inaccurate. Mr. Harrity answered, that under instructions from Washington he was not at liberty to state whether the list was correct or not, but referred us to what he called the biennial register.

Our next step was the letter to the commission of November 9. [See Exhibit A.] In that letter we rehearsed the fact that there were rumors affecting the credit of the examinations and appointments under them, and alleged violation of Rule VIII. We proceeded to state four facts, which we had investigated as far as we had been able to, and which we believed to be true, and if true would give color to the charges made public. These charges were:

(1) That all or an overwhelming majority of the new appointees in the Philadelphia postoffice, entering under the civil-service law and rules, have been Democrats, though it is known that many Republicans presented themselves for examination.

(2) That appointments had been distributed around through election districts.

(3) That while the percentage of those who passed at this examination was very much greater than at any former examination, viz, 80 per cent., while previously it was but 60 per cent., notwithstanding, there were many examinees who passed who could not spell correctly.

(4) That numerous discharges had been made of persons against whom the postmaster had no complaint to make.

I think I have stated the reasons *why* we presented these four items, which we believed to be facts. We asked the commission to investigate these, as we were unable to do so, so as to prove positively whether they were true or not. The gist of our whole letter was that the appointments had been made almost entirely from one party, and that consequently the law was defective or had not been carried out.

Commissioner OBERLY. Is it the opinion of your association that whenever the appointments made by an appointing officer are all of one party it is the duty of the commission to investigate for the purpose of ascertaining why and how such appointments were made?

Secretary Wood. Yes. I may say, however, our opinion is that we are not the judges of the duties of the commission; but the commission ought to investigate such a condition of affairs; because if it is a fact, the law is an utter failure; or rather, either the law is a failure, or it has been violated.

Commissioner OBERLY. Suppose your association were in fact a partisan body while claiming to be a reform body, and was determined to bring certain public officers into disrepute; suppose that, for this purpose, it were to commence a series of attacks upon a civil-service board of examiners and a postmaster, charging that examinations were unfairly conducted; that members of the party opposed to the postmaster could not successfully pass the examinations; that if they could they would never be appointed. Suppose this attack were aided by newspapers opposed to the postmaster in politics, and that civil-service methods were thus brought into disrepute with members of one party. Would it be fair, under such circumstances, to say that because such attack had driven off all the members of one party from the examinations, and encouraged large numbers of the other party to be examined, the law and rules were defective? Would not the blame justly rest upon the partisans who had made false

unjust, or frivolous charges? Would not republicans refuse to be examined if such charges were made against a democratic postmaster?

Secretary WOOD. If your statement of facts were correct I have no doubt that republicans would not apply to be examined, but I believe that statement of facts is not a true case. Our association, instead of belonging to one party, is made up of all parties, democrats, republicans, and mugwumps.

Q. Do you know anything about the character of the examinations by this board, held before Mr. Harrity became postmaster on December 1, 1855?—A. The same board was not in existence.

Mr. PARKER. The same secretary was secretary then?

Secretary WOOD. Yes; I attended one or two examinations held by that board.

Commissioner OBERLY. Do you know anything about the politics of the persons who passed those examinations?

A. Of my own knowledge I do not, except the statements of half a dozen persons which have been made to me. I have never examined the records. I have been told here were quite a number of democrats appointed. Several men told me they were appointed while they were democrats. I do not know if it is true. I suppose the records will show that. I may say that General Huidekoper said to a member of our association that when examinations were first held here under his administration no democrats, or scarcely any, applied. They did not think there would be any chance. Before he left he said, however, that a great many did apply.

Q. Were any democrats ever appointed upon certification made by the board of examiners before Mr. Harrity became postmaster?—A. I am informed that there were. I can not state accurately.

Q. Did the association inquire into that matter?—A. I think not.

Q. Did it ever occur to the association that possibly there existed a condition of affairs at that time under which only members of the republican party were being put into office?—A. Certainly, sir; it did occur to us. It was in consequence of this that the conversation with General Huidekoper took place. My impression is that in that conversation General Huidekoper thought that over one-third of his appointees had been democrats. I did not hear him say that.

Q. Are you a democrat or a republican?—A. I am a mugwump. I may say that I voted for Mr. Cleveland for President.

Commissioner LYMAN. Is it not your opinion that at the time the civil-service law went into effect, viz, July 16, 1853 (up to that time the spoils system had been in full force), there was a condition of public sentiment that impelled a majority of those who went into the local examinations, for local places, to be of the party then in power, feeling that there was a fair show for them because their party was in power; and, on the other hand, that those of the opposite party refrained from entering the examinations, feeling that there was very little show for them?

A. At that time I think there was undoubtedly such a feeling.

Q. But after the change of administration there was a reversal of feeling?—A. I think it changed very materially.

Q. In your judgment, after the change of administration, the proportion of members of the then administration party who entered the examinations was greatly increased?—A. I think that very likely.

Q. So that, after the change of administration—the change of administration in any local office to which the civil-service rules apply—if there should be many more appointments of persons of the dominant party, it would not be a strange thing?—A. No; provided the number was not much greater. I would like to ask if it is not possible for the commission to do what we could not do—find out how many republicans did apply for examination?

Commissioner OBERLY. Would that not be a violation of the spirit of Rule VIII?

A. I think not. It would be a violation of Rule VIII to make such inquiry before appointments are made. When you investigate past transactions, I do not think so.

Q. Would not such a course turn the commission, in the end, into a partisan investigating committee, working for partisan purposes?—A. When you would undertake to investigate a thing that happened so long ago as this, that event might happen, but it would be an unforeseen result. The answer to you would be that you could only investigate into the politics of appointees in case a strong case were presented to you.

Mr. PARKER. How, under the rules of the commission, would you go about ascertaining this? How could the commission learn the politics of applicants?

A. The way is to ask them.

Commissioner OBERLY. If this examining board were constituted entirely of democrats would you consider that fact as an assurance that there would be entire fairness and impartiality in examinations?

A. I should think it would be a very unwise proceeding.

Q. Did you know the politics of the board under General Huidekoper?—A. I believe they were all republican.

Q. Did your association ever object to that fact?—A. I have no recollection that it

did. I beg to say that I don't think that is pertinent to my statement. We don't complain of anything this board did, unless it may have been carelessness. We don't accuse them of any fraudulent act.

Q. You state that appointments made by Mr. Harrity have been distributed evenly among the different wards of the city. I understand that charge to be that from certifications by the board of examiners to the postmaster the postmaster has managed to select democrats in such a way as to apportion them according to democratic strength in the different wards of this city?—A. It looks that way.

Q. Upon what evidence do you base that conclusion?—A. We only stated a fact which we tried to obtain. We employed a man to make a careful canvass.

Q. In what way did he proceed?—A. He went to the houses of the appointees and inquired the politics of the men.

Q. This list [see Exhibit A] shows the names of democrats appointed and distributed among the different wards?—A. It does, if the list is correct.

Q. I wish to ask you in reference to a communication by a man named Fitzgerald. He states:

2529 LAWRENCE ST.,
Phila., Nov. 10, '86.

U. S. CIVIL SERVICE COMMISSION,
Washington, D. C.:

GENT'N: The report of the Civil Service Reform Ass'n of Phila. in reference to the Phila. P. O. if presented to you as published in our papers to-day is incorrect and false in many particulars. Among the 184 appointments made by the postmaster, according to the report, are four (4) in the nineteenth ward that were never appointed by him. They are John Quinn, of the 1st div., and James McDermott, of the 30th div., and John Kelly, of the 11th div., and John Tobin, of the 13th div. The first two of these names are laborers in the custodian's dep't. Mr. Gerker is custodian, and has charge of the building partly occupied by the P. O. He is appointed by the Treasury Dep't at Washington, and he appointed Messrs. Quinn and McDermott. Messrs. Kelly and Tobin are both employes of the Railway Mail Service, appointed by John Jamison, sup't, at Washington. These 4 are people in my own neighborhood, and I know that the postmaster did not employ them, does not pay them, and probably does not know them. I take it for granted that if the report is wrong as regards my own locality it is wrong in other respects. Michael Quinn, of the 17th ward, and W. C. Myers, of the 20th ward, are also on the list as being appointed by the postmaster. Both are laborers in the custodian's dep't, appointed by Mr. Gerker.

The report further says that out of 184 appointments made by the postmaster all but two belong to one political party. This is also an error, as I know of more than the 2 mentioned by them. Of the 4 letter-carriers appointed in the 19th ward 3 are Democrats and 1, B. G. Cummings, 519 Susquehanna av., is a Republican. His name does not appear in the report. The above are facts, and I send them to you unsolicited in the interest of truth and justice.

Yours, resp'y,

JNO. T. FITZGERALD.

Q. Did you ever ascertain that these gentlemen were not appointed by the postmaster?—A. No, sir. This is the first time that I have ever heard that our list was inaccurate. The way we formed that list was by taking the statements of newspapers, which we were told were furnished by Mr. Harrity. We tabulated these, and employed this man to go to the houses and ascertain. He appeared to be a careful man. He passed the civil-service examination at a good average. This is the result of his labors. He makes affidavit that he believes it to be correct. We sent it to Mr. Harrity, and he was unable to make any reply.

Mr. HARRITY. Will you kindly furnish the name of the gentleman who collected the information?

A. Albert Foulkes.

Q. A brother of the discharged employe of that name?—A. Yes, sir.

Commissioner OBERLY. Is he a democrat or a republican?

A. Republican.

Q. Why didn't the association send a democrat with him?—A. I do not think it ever occurred to us that it was necessary. This man made affidavit that his statement was correct. He knew that we were an unpartisan body.

Q. Have you ever made any other investigations of this kind?—A. We once had occasion to investigate a charge that several assessments were levied at the mint when Colonel Snowden was in charge there. We proved it pretty effectually.

Mr. HARRITY. Please give me the residence of Mr. Foulkes.

A. It is 2438 Fairhill street.

Commissioner OBERLY. In the last communication sent by the association to the commission, dated March 4 [see Exhibit B], is inclosed an affidavit of Albert Foulkes, in which he deposes and says that he has made careful inquiries as to the political

activity of recent appointees at the Philadelphia postoffice. Is this the same person employed to ascertain the apportionment of appointees among the different wards?—A. Yes, sir.

Q. Did the association, by sending this list of active workers, intend to express the belief that the commission had any right to investigate the question whether they were active political workers or not?—A. I think it did, sir; the whole gist of our charge being that the appointees were active political workers of one party.

Q. Suppose a man were a very earnest democrat or republican; attended political conventions, representing his party; attended political meetings, and in every way manifested his earnest belief that his party should succeed at the election; and that he carried this belief so far as to attend at elections and endeavored to poll the full strength of his party; is it your belief that if such a person passed the civil-service examination, earning a grade which would put him among the four highest, and he were then certified, it would be proper to consider his activity and reject him; or, having been appointed, would it be proper for the Civil-Service Commission to investigate concerning his activity with the purpose of having him removed from the service?—A. If only one man had been appointed under such circumstances I should say no.

Q. Is it not the purpose of the law to permit republicans and democrats, however earnest they may be in devotion to their party, to get public positions without reference to their political convictions?—A. Yes, sir; that is what we claim; but the facts seem to show the law is defective.

Q. I can not understand from your statements why this list was sent to the commission.—A. I can only repeat, that the law having been passed to prevent the active workers of one party being appointed, the evidence in our possession seems to show that the law has been so worked as to give all the appointments to workers of one party. We believe that the law is either defective or improperly carried out.

Q. There have been appointed by Mr. Harrity, upon certification, about 400 persons, and in this list only about 70 are reported as active workers. If, within the time specified by you, 400 appointments had been made from this list, and only about 70 of them were active workers, would you say that there had been any partiality shown towards active workers?—A. I think not. The only appointments we have to do with are those made since the examinations in February, 1886.

Mr. HARRITY. I never appointed but two into the service of those who had passed examination under General Huidekoper; so that all my appointments save two are those who passed examinations and were duly certified after I came into office by this board of examiners, after February, 1886—after the registers of clerks and carriers had been exhausted.

Commissioner LYMAN (to Mr. Wood). The examination to which you have made reference several times in your statement was held in February?

A. Yes, sir.

Commissioner LYMAN. That is the one concerning which you presumed there was some carelessness on the part of the board of examiners in handling the questions, so that parties obtained information concerning the questions which they ought not to have obtained?

A. Yes, sir.

Commissioner OBERLY. That was the examination of February, 1886, to which you have reference?

A. Yes, sir; but not any other examinations conducted by this board.

Mr. PARKER. How did the association know that large numbers of republicans had applied?

A. Because they came and told us so.

Mr. HARRITY. How many, and who are they?

A. I have not the list with me; I can give them—the list of those who passed. I made no effort to find them out.

Q. How many, and who are they?—A. Ten.

Q. How many called after the publication of your letter; a majority of them?—A. Yes, sir; most of them.

Q. Can you fix the dates after examining any papers or records of the association?—A. No, sir.

Q. You have no date of the time you were visited by this or that person?—A. No.

Commissioner OBERLY. You state in the third charge that the percentage of those who passed this examination was very much greater than the percentage of those who passed any other examination in this city, and that some of those who passed could not spell ordinary words correctly or write grammatically. Upon what evidence do you base that charge?

A. Upon the evidence of a man who had seen the men fail to spell and write correctly.

Q. Will you give you the names of the persons who got into the service and could

not spell ordinary words correctly or write grammatically?—A. I can not give you their names; they are still in the service.

Q. Is it not your duty to expose those men, so that they may be put out of the service?—A. I do not know that it is my duty, for they may have improved.

Q. If such men are in the service, did they not get in by fraud?—A. Yes, sir.

Q. Is it not your duty, knowing that men got into the service by fraud, to expose them, so that they may be put out?—A. If you believe that, I can give you the names.

Q. In your charges you state that numbers of such ignorant men got into the service, and you make this statement in such a way as to leave the impression that not only three or four but large numbers of the men who passed this examination and got in by certification and appointment are ignorant men, as described here.—A. I cannot tell you from my recollection; but it is more than three or four, a good deal, who received assistance from the outside at the time of examination.

Q. Are these the persons the association describes as persons who could not write and spell correctly?—A. I imagine so.

Q. In your communication dated March 4 you have furnished the following list of witnesses [see Exhibit B]: Charles W. Campbell, jr., 1007 South Nineteenth street; John J. Mountjoy, Record office; Robert Bolton, 241 Greenwich street, Reading, Pa.; Sid. Marlow, care of Mr. Drinkhouse, Fourth street, above Market. Are these the witnesses who could testify, if they would, as to the appointment of ignorant persons from our registers?—A. Yes, sir.

Q. I understand you to mean that these men can give information concerning the manner in which ignorant men were enabled to pass the examination and get upon the registers?—A. I think they can.

Q. Do they know anything themselves about irregularities about the time of that examination?—A. According to their statements, they do.

Q. They have other information?—A. Yes, sir.

Q. What other?—A. I decline to answer that.

Q. We will not know upon what subjects to examine these men until you tell us for what purpose you furnished their names to us. You should state, in addition to what you have stated, the other irregularities upon which they have information, so that we may question them concerning those matters.—A. I would not be willing until I consult with the other members of our committee. If you ask those men what irregularities they know of I think they will tell you all they know.

[It was directed by the commission that the witnesses above mentioned should be notified to attend to-morrow morning at 11 o'clock.]

Commissioner OBERLY. In the communication of the association of March 4 [see Exhibit B] you give a list of names of persons who you state can testify, if they will, of the examination of candidates who received assistance from the outside at the time of the examination in February, 1866, and the means by which such assistance was given. That list is as follows:

Charles Sahling, now or a late employé in the postoffice.

Felix McCann, now or a late employé in the postoffice.

John H. Fow, 206 South Seventh street.

W. H. Thornton, now or a late employé of the custom-house, stationed at the post-office.

John O'Neill, corner of Oxford and Warnock streets.

Did these men give the association information concerning the exposure of the examination papers, or that any member of the board of examiners had furnished to any of the applicants the questions to be answered, or that the postmaster had done so?—A. No, sir; I think these witnesses would be unwilling witnesses; I have not seen one of them; their names were furnished to me as people who could testify if they would.

Q. Then, as I understand you, no member of your association has seen any one of these men and questioned him concerning irregularities in this examination?—A. No, sir.

Q. Who informed you that these men could give information concerning irregularities?—A. The names have not all been furnished to me, and I do not know that I can answer that question; I think Mr. Montgomery can answer as to three of them. The first name which you read (Sahling) was given to me by a man to whom I promised not to divulge his name. The name of John H. Fow was given by Albert Foulkes.

Q. Is he (Foulkes) in the city?—A. I think not, sir.

Q. What irregularities can these men give information of, as reported to you?—A. I had rather not state it without further consultation with my committee.

[The commission directs that the persons mentioned in this list be notified to appear at the postoffice at 3 o'clock to-morrow.]

Commissioner OBERLY. It is stated in the third charge that previous to this examination, in February, only 60 per cent. of the applicants at this postoffice had passed, while at this examination 80 per cent. passed. Has the association any informa-

by which it can explain this fact? Was it the intention of the association to urge that the board of examiners marked papers of the examination in February more liberally than the papers had theretofore been marked?—A. No, sir; we have no complaint to make of the board of examiners at all.

Q. The charge, then, is not against the marking of the board, nor against its honesty in any respect, but is intended to lead the commission to investigate the suspicion that information concerning the questions was furnished to certain applicants from outside?—A. Yes, sir.

Q. The fourth charge is that numerous discharges have been made by the postmaster without complaint against the persons discharged. Upon what evidence did the association base the statement that the postmaster had informed numerous employes discharged by him that he had no complaint to make against them?—A. I may, perhaps, confess that there is a slight looseness in our language. We should have said, "the postmaster or his assistants." The statement was by one man who, it seems, had been thus informed by the postmaster at the time of his dismissal. That man is named Edwin L. Foulkes.

Mr. BARBER. Did Mr. Albert Foulkes make this investigation after the date of his brother's discharge? His brother was removed March 31, 1886.

A. He certainly did.

Commissioner OBERLY. Did the association know at the time it employed this man to investigate that his brother had been removed by Mr. Harrity?

A. Yes, sir.

Mr. PARKER. Mr. Foulkes was discharged from an excepted place.

Commissioner OBERLY. Among the numerous employes discharged, and informed by Mr. Harrity that he had no complaint against them, Mr. Foulkes, the brother of the investigator, was one?

A. He was the one who gave the information.

Mr. HARRITY. Was there any other who furnished that information?

A. Yes, sir; there were five men in my office yesterday. I did not keep a list of their names.

Commissioner OBERLY. Is it your understanding of the civil-service law that the appointing power is never to remove any person from position unless charges are made against the person of dereliction of duty, incompetency, or dishonesty?

A. Yes, sir; that was the object of the civil-service law.

Q. You believe that the law was enacted for the purpose of keeping in office those who are competent, honest, and faithful in the discharge of duty, and that it is a violation of the law in any appointing officer to dismiss competent, faithful, and honest employes?—A. I do not say it is a violation of the letter of the law. I say that is the object of the law. I think the law was badly drawn.

Q. May it not sometimes be in the interest of the public service to remove employes against whom no definite charge of incompetency or unfaithfulness can be made, simply for the reason that the appointing officer believes that these persons are not exactly the men that should be there by reason of habits, manners, or some indefinite indefinable reason satisfactory to himself, particularly if he has to fill the vacancies as created by persons who have been regularly examined and are certified to him under the civil-service rules?—A. That is rather a technical question; but I have very high authority for saying no. That authority is ex-Secretary Schurz, who said he never had occasion to remove a man against whom he could not file a definite charge.

Q. Do you know anything about the political complexion of the postoffice when Mr. Harrity became postmaster? Were the employes generally republican?—A. I imagine a large majority of them were.

Q. Is not this the protection that the civil-service law gives to persons in the civil-service, that the appointing officer will not remove a competent and trustworthy employe belonging to the party opposed to him, and take the chances of obtaining in its place, from a certification under the civil-service rules, a bitter partisan and, may be, an untrustworthy man belonging to the same party?—A. No, sir; I do not think it is all. I think the object of the act was to prevent the removal of competent men.

Mr. HARRITY. The statement in the communication under date of November 9, addressed to the commission, that all or an overwhelming majority of the new appointments were democrats, that it was known that many republicans had applied, is based most exclusively upon the report made to you by Mr. Foulkes.

A. No, sir. The list was made up in my office from the only source of information I had—the newspapers. I gave that list to Foulkes to verify in the manner I described.

Q. Mr. Foulkes was the only man to verify this list?—A. Yes, sir.

Q. Then you have to depend for its accuracy upon Mr. Foulkes's statement—his report to you?—A. Yes, sir.

Q. That statement contains, according to the addition made by him or some one else, 184 names?—A. That was my impression.

Q. If this statement, prepared or verified by Mr. Foulkes, was incorrect, first, in

that it contained but 182 instead of 184 names; second, in that it contained the names of twelve persons who are not in the postal service at all and never have been; third, in that it contained the names of twelve other persons who have not been certified or appointed from the register of eligibles and who have not passed the civil-service examination; fourth, in that it is a list of but 182 names, including 24 names improperly there, whereas the records show that there were 352 appointments made by me from the register of eligibles during the time embraced in the list, would you not, as a business man and a lawyer, disregard such a list in reaching any conclusion?—A. If these facts can be shown, I should say the list is so inaccurate as to be of very little value.

Q. Would you, as a lawyer, consider it at all if these inaccuracies were shown to you?—A. I would consider it very little; I would not attach very much weight to it.

Q. You say, in your communication, that many republicans have applied. How many republicans have you knowledge of who applied at that examination in February, including the examination for clerks and that for carriers?—A. I think I stated before the number I knew of was ten.

Q. To the best of your recollection now, the most of those were furnished to you after this letter—whether it is a charge or suggestion or a piece of information for the commission—most of those names, to the best of your recollection, were furnished after the publication of that letter and the criticism of it in the daily papers?—A. No, sir; I have very little recollection on the subject.

Q. In the suggestion or charge that the appointments were evenly distributed throughout the city, what do you mean by a distribution of appointments?—A. That there were about the same number appointed in all the wards.

Q. You disregard precincts, then?—A. The list we had made out showed the precincts.

Q. Then the charge applied to wards and not to precincts?—A. Yes, sir.

Q. You are familiar with the population of the wards or the approximate population of the wards?—A. No, sir; I know mine.

Q. Am I to understand that if there were sixty-two appointments made from the thirty-one wards in the city that two appointments from each ward, in your opinion, would be an even distribution of the appointments?—A. Yes, sir.

Q. That is without regard to population?—A. Yes, sir; without it was shown that they were active party workers of one party.

Q. And which fact, to wit, that they have all been active workers, has not been established?—A. There is some evidence of it.

Q. That applies to but a minority of the appointments—that evidence?—A. Yes, sir; the previous statement shows that.

Q. You disregard apportionment of population in that distribution?—A. We have not paid any attention to it.

Q. If, in the report made to you by Mr. Foulkes, and upon which you have based this portion of your charge, there were many inaccuracies in the distribution by wards you would attach less importance to this paper to which you have already said, by reason of presumed inaccuracies, you have already attached very little importance?—A. The more inaccuracies there are in a statement the less value would be attached to it.

Q. With the spirit and the letter of the civil-service law, rules and regulations observed, is it not in the nature of things that there should be a reasonable, even equitable, distribution of appointments or selections according to population, making some reasonable allowance for localities which would be the exception and not the rule?—A. I do not think so.

Q. Referring to the list of appointments as reported to you by Mr. Foulkes, if, for instance, in the first ward, there are seven appointments made by me and there is but one credited to the second ward, that appointee not residing in the second ward, but in the twenty-sixth, in which his street and number is located, you would not consider that an even distribution as to those two wards?—A. No, sir.

Q. Would the twenty-seventh ward be getting its fair proportion with only one appointment out of one hundred and eighty-four?—A. I suppose not.

Q. One in thirty?—A. Not quite as many as it ought to have had.

Q. If, for instance, you credit the twenty-ninth ward, in which I have the pleasure of living, with nine appointments, that ward would be getting its full proportion?—A. I should think so.

Q. If it was credited with Joseph F. Kearney, who does not live in the twenty-ninth ward, but is stated to reside at 1231 North Sixteenth street, but lived 3 miles away from there at that time; also, Abraham B. Maloney, who resided at the time now stated about 2 miles away from the twenty-ninth ward; and William Doyle, residing at least 2 miles away from the twenty-ninth ward; and Maurice C. Walsh, residing 2 or 3 miles away from the twenty-ninth ward; and Thomas Dowd, residing a mile away; and Henry O'Callahan, who does not reside and did not reside, to my knowledge, at any time before or since his appointment in the twenty-ninth ward,

I consider that the twenty-ninth ward was credited with more than it was of?—A. Of course not.

In the making of my appointments, I had averaged the number both as to cratic votes and the population of the wards, all the way from one appointment every 930 inhabitants in the ward; from that many appointments down to every 16,000 inhabitants; if the appointments actually made by me had been made by me in that way, you would hardly have called that an even distribution.

In that question you mistake the meaning of distribution; there is nothing in the statement that charges that you made appointments according to population, was as to giving each ward some appointments among the workers.

When, you based your statement of an even distribution by wards upon the appointments assigned to each ward, and if an examination of your own list, inaccurate as it may be in many respects, will disclose that there are in no instance, I think, two wards that have the same number of appointments, then there is a mistake or an error in your communication, because that would not be an even distribution.

That is true, is it not?—A. Not exactly.

I do not understand that the mere fact that every ward in Philadelphia had from your list at least one appointment, no matter how many appointments the wards had received, that you regard that as an even distribution by wards?—

—A. It is not fair to presume that there is a reasonable or proportionate number of appointments from each ward?—A. I think it would be very doubtful.

There had been over six hundred persons examined you would naturally conclude that every ward had furnished at least some to that examination? I should not think it probable that every ward in Philadelphia would have furnished some of the hundred applicants?—A. I would scarcely say that. I think it is probable that every ward in Philadelphia would furnish some applicants from among six hun-

—A. I think it probable that there would be some wards that would furnish no applicants?—A. I think that probable.

With regard to the number of applicants for examination, and, notwithstanding the statements that have been made in the newspapers as to the conduct of this examination with regard to the manner of making appointments and with regard to the conduct of examinations, ten would be a very small number of republicans to apply. If that was all that applied it would be.

It would not ten be a very small number of republicans whom you could have excluded of in any way, to apply, pass, and fail to be appointed out of and from a number such as I have spoken of?—A. If that were all that passed it would be a small proportion. I have not made any effort to find out if that were all that

—A. What do you base the statement that 80 per cent. of those that applied for examination?—A. That statement was made by a man who was employed in the office, Robert B. Bolton. He gave the figures of those that passed at preliminary examinations.

He furnished the information as to the number who applied and passed, and, the number that failed at this and prior examinations?—A. No, sir; that is a matter of calculation.

—A. Was upon information furnished by him that your calculations were based?—A. I showed the calculations with him. I think I tried to verify his statement of the number who passed, by reading the newspaper reports.

Which papers were used?—A. I looked over all the papers. The Record, the Philadelphia Press, I rely on most, for they give the most political information.

—A. Do you have any specific instances or illustrations of the failure of any of the appointees from the civil-service register of eligibles who could not spell words correctly?—A. No, sir.

—A. Have no personal, direct, or positive knowledge on that subject whatever?—A. Unless you call this positive knowledge: I received letters which ought to have been duly delivered, but were not—one directed to William F. Harrity, that ought to have gone to me instead of to you.

—A. By whom?—A. One of the carriers.

—A. Do you know he was one of my employes?—A. I think so.

—A. Do you know the name of the carrier?—A. No, sir.

—A. Would you know him if you saw him?—A. No, sir.

—A. Do you have any knowledge of any discharged employes being told by me that they had a complaint against them?—A. That of Foulkes was the only one who told me that he had been told by you individually.

—A. What reason was assigned for Mr. Foulkes's removal by me—by anybody?—A. He was removed because you wanted the place for one of your political friends.

—A. Have no knowledge, that amounts to evidence, of the papers having been

opened by the board of examiners, or by any one with their knowledge or consent, and information furnished to applicants; you have no such knowledge?—A. No, sir.

Q. Can you, other than the names to whom notices are to be sent under instructions of the commission, furnish the names of any persons who can testify to such occurrences?—A. I have no information that that was done by the board of examiners or with their knowledge.

Q. I understood you to say that your association had not in any way discouraged applicants, republican in politics, from applying to attend the examinations and for appointment. Don't you know, as a fact, that the papers to which reference has been made and other papers have uniformly, persistently, and continuously adversely criticised and attacked me and the administration of this office since my induction into it?—A. No, sir; up to the time of that examination there were no attacks on this office of a character reflecting upon your appointees or your appointment.

Commissioner OBERLY. Was that because only two persons had been dismissed from the service?

A. Very likely.

Mr. HARRITY. The Press is the leading republican newspaper in Philadelphia and represents republican party sentiment?

A. Yes, sir.

Commissioner OBERLY. Don't you believe that such outgivings as are indulged in by the Press against the fairness of the civil-service examinations have a tendency to prevent republicans from applying for examination and encouraging democrats to flock in?

A. It certain has now, but not before this examination.

Q. Don't you think that this is a fact, that before Mr. Cleveland became President, when every member of the commission, except Mr. Thoman, was a republican, and every board of examiners was republican, and the democratic press was charging that it was a law passed for the purpose of protecting republicans in office, democrats were discouraged from applying for examinations?—A. I think while that may have been true immediately after the passage of the law, it has now ceased to be true.

Mr. HARRITY. If the press of this city—the North American, Evening Bulletin, and other republican newspapers—had repeatedly, from the time of my appointment, referred to me as a spoilsman, as a believer in the doctrine of spoils, as one who had taken and was taking an active part in politics, and it was practically charged by some of those newspapers that I devoted a considerable portion of my time to democratic politics and to the democratic organizations in this city, and generally treated me as a practical politician, not only willing but anxious and desirous to serve my party friends; if I had been held up by these papers as a person of that kind and character, would that not have been considered the means of influencing republicans from applying, under the belief that there was no chance of appointment?

A. If you had been treated in that way between the time of your appointment and the time of this examination I would think so.

Q. Was General Huidekoper regarded as a civil-service reformer?—A. I can not say that he was. He frequently expressed a good deal of impatience and thought he could make appointments better than could be made under the law. I think he carried out the provisions of the law with entire impartiality.

Q. Then you accord to him the credit of making his appointments according to the letter and spirit of the law?—A. So far as I have any information I think he did. This law went into effect on July 16, 1883. General Huidekoper remained in office until December 1, 1885, and his retention was asked for by many independent republicans; so it was stated. I think it was given as a reason that it was in the interest of the civil-service reform that he should be retained; that he had been a civil-service reformer, and was at that time; the application to the President stated the general information that he executed the law faithfully, and we thought it tended to strengthen the belief in the law if he was retained.

Q. General Huidekoper was in office about thirteen months after Cleveland's election, was he not?—A. Yes, sir.

Q. Under whose administration was his retention asked for? The newspapers of the city, as a rule, if not unanimously, conceded that he was in sympathy with the civil-service reform law, and that was urged as one of the reasons for his retention?—A. I think the only thing that was said to the President in urging his retention was that he had carried out the law.

Q. If (and I here ask a hypothetical question; and, by the way, I do not wish to be considered as reflecting upon General Huidekoper's appointments or course under the law while he was postmaster) General Huidekoper during his administration had under the rules and regulations of the civil-service law made over two hundred appointments from the register of eligibles, eleven months of the time being after the change of the administration, when presumably there would be more democrats applying than before the change of administration; if, I say, he had made over two hundred such appointments, and there were but five who were now claiming to be

ta, one of whom had contributed in this office to the republican campaign and one other of whom was a minor at the time of his appointment, and pre- his politics not settled; another of whom was appointed as substitute on 1884, but was not appointed a regular until some time after; one other of ad been appointed on May 1, 1885, as a substitute carrier, but he failed to permanent appointment until some time after the beginning of my administra- en he was restored to the substitute list and placed upon it by authority from gton, and one other of whom is a prominent democrat; if of those, over two l in number, there were only five who were democrats, or claim to be, you ot regard that as presumptive evidence of a violation of the law and discrim- under Ru'e VIII on the part of General Huidekoper?—A. I should be inclined ould say further that such complaints were never made to our association, have been in the other case.

hen you say complaints were not made of this condition of affairs, do you mean ts by individuals or publications in the newspapers?—A. I am certain that plaints were made by individuals to the association, and I have no recollec- ever seeing such statements in the newspapers, and I think I would recollect

ie newspapers of the city are republican in politics, are they not?—A. Not eni.

asking you the question, I have done so for the purpose of emphasizing the at applicants for places are influenced, as has been already stated by the com- ers, by the fact, whether or not they are in political sympathy with the party r. Since I have been postmaster I have appointed over a score of republicans, s I have knowledge, when and after democratic appointees were available, I would be hardly justified in inferring that it was my practice to turn repub- at simply to make room for democrats.—A. That depends upon the whole num- our appointments.

as Mr. Fouikes requested to make this canvass that resulted in his furnishing h the information as to the political activity of these men?—A. Yes, sir.

as he requested to make any canvass to learn the degree of political activity who were in the office and service prior to my induction into office?—A. No,

ffering to what you stated about General Huidekoper, you did not after the of the civil-service law regard him as in sympathy with the law?—A. I did k he was.

otwithstanding that, there never was any effort made to look into the matter ppointments or the conduct of the board of examiners of his time?—A. I think here never was any allegation that there was any thing wrong about them.

ie fact that he was opposed to the law did not suggest any occasion to have estigation?—A. I think we were continually on the watch for violations of ever since it was passed. We did make one or two investigations where vio- were charged. I have no recollection of a violation of the law having been l by newspapers or any other source against General Huidekoper.

(and I ask the question hypothetically) out of over two hundred appoint- made by General Huidekoper, ex-postmaster, from the register of eligibles, there t more than five of them who were democrats, how would you explain that

How would that be likely to be obtained?—A. I don't think I have any theory unt for that, supposing the law was rightly administered.

—still continuing a hypothetical question—during a republican administration at body of applicants was made up of republicans, is it not fair to assume e conditions being changed, the relative politics of the applicants would be l?—A. Not altogether; for the simple reason that as time goes on the whole n of affairs changes the condition of the public mind, and it would not follow It is fair to assume that there would be some change.

I understand it, the communications from your association and the proceed- this commission, so far as they are influenced by those communications, are tirely upon information to which you have referred here, including the names sses which have been furnished to the commission.—A. I would rather amend putting information and public rumors. I simply say that these rumors ex-

ive you in your possession, or are you able to furnish this commission with any formation that will throw light upon the charges which are contained in the ications other than that which you have already furnished it or have referred —A. I have a lot of letters and statements, but I really do not think they e within the scope of the investigation.

Harry states that he would be glad to have Mr. Wood furnish all testi- cluding papers he may have in his possession, which will support the charges e been made or insinuated in the letters that have gone out from time to n the civil-service reform association of Philadelphia.]

Mr. PARKER. Mr. Wood, have you any information as to how the papers were carelessly handled, or opened, or information that led you to think that they were handled carelessly?

A. I would rather you would get that information from the men I have mentioned.

[Mr. Wood, secretary of the civil-service reform association, was requested to be present at and during the sessions of the commission during the investigation, and he stated that he or some other representative of the association would act upon the request of the commission.]

SECOND DAY.

WEDNESDAY, March 9.

Commission met at 10 a. m.

Present: Commissioners Oberly and Lyman, Postmaster Harrity, Messrs. Parker, Goddard, and Meaher, and Stenographer Morgan.

Commissioner OBERLY. For the purpose of saving time, the commission will proceed with the examination of such witnesses as may be present, and the notes of their testimony will be submitted to the representatives of the reform association, with the understanding that they may recall witnesses if they deem it advisable.

TESTIMONY OF MR. JOHN H. FOW.

JOHN H. FOW being called, testified as follows:

Commissioner OBERLY. Your name, business, and residence?

A. John H. Fow; attorney-at-law; 1311 North Sixth street.

Q. In February, 1886, an examination under the civil-service law and rules was conducted at the Philadelphia postoffice by the board of civil-service examiners for that office. Do you know anything concerning that examination?—A. I know nothing at all; I was not present.

Q. It is stated that certain candidates received assistance from the outside at the time of said examination; that you know this fact, and know the means by which such persons received assistance?—A. I do not know that any one received outside assistance. All that I know is that after some young men passed they asked if their questions were all right, as any one would do. I was asked the question several times afterwards if they had answered correctly. I may say that previous to the examination a of number young men who had received a report of the Civil-Service Commission—that is, the former report, in which the former questions were printed—had asked me in reference to the questions in that book, and I suppose some one has taken from that a misstatement of the real facts of the case.

Q. Did you, before that examination, or at the time of that examination, see or know of the questions which were used in it?—A. No, sir; and I know of no one who had. That particular examination, as I understood it, was a perfectly fair and square examination on its merits.

Q. Do you know of any person having been present at the examination during one session thereof communicating to another applicant a knowledge of the questions and the answers to be given thereto, so that said applicant might avail himself of this information at the session of the examination which he was subsequently to attend?—A. As a matter of fact, no; as a matter of hearsay, no.

Commissioner LYMAN. You stated that you were not present at that examination.

A. No, sir.

Q. By that, do you mean that you were not in the room at any time during the progress of the examination?—A. Yes, sir. I have been in the building while examinations were going on; but as to knowing about them, I know nothing about them.

Q. During the progress of this examination, which covered several days, were you at any time in the corridor near the door which opens into the examination-room?—A. No, sir. The only recollection I have of being in the corridor was that I called on Mr. Gerker, internal-revenue collector, and was informed that an examination was going on for the custom-house.

Q. Have you ever made any statements at any time since this examination, held in February, 1886, anywhere, by which any person hearing those statements might infer that applicants had obtained information which they were not entitled to concerning examination papers?—A. Inferences may be drawn from almost anything, but as a matter of fact I have never said anything from which such inferences could be drawn.

Q. You were not in the hall or corridor in the vicinity of the examination-room during its progress?—A. Not that I have any recollection of.

Q. And didn't there communicate with applicants as they came out of the room or otherwise?—A. No, sir; except, for instance, I stopped in a cigar store and saw some young men discussing whether they had answered the sums in arithmetic correctly. The first I heard of the examination was that no one was allowed to go out until he had surrendered his papers.

Q. Have you heard any statements made by any persons that applicants did have access to questions that were used in that examination before the examination took place?—A. I have heard no statements except what I have read in the newspapers. I have heard that papers were handed around at the republican club rooms during years past, but I didn't believe that.

TESTIMONY OF MR. JOHN O'NEILL.

JOHN O'NEILL testified as follows:

Commissioner OBERLY. Your name, residence, and business?

A. John O'Neill. I reside at 1017 Master street, northwest corner of Warnock and Master streets. I am in the liquor business.

Q. In February, 1886, an examination was held for the postal service at this office. Do you know anything concerning that examination please state it.—A. I know nothing at all of it. I had no connection with it whatever. I was never present at any examination in my life. I don't know why my name has been connected with the matter.

Q. It is stated that at that examination certain of the applicants received assistance in answering questions from the outside; that you know this fact, and that you know the means by which such assistance was rendered.—A. I know nothing of it whatever; I never rendered any.

Q. Did you know of that examination at the time it occurred?—A. It might be possible.

Q. Were you in this building at the time of the examination?—A. No, sir; except perhaps on business. Gentlemen, can I ask who had the audacity to give my name to the Civil-Service Commission in connection with having anything to do with the matter referred to? I was surprised when I received the notice to attend.

Commissioner LYMAN. Had you any friends in that examination?

A. No, sir; I knew men who were in the examination, from the ward, but I had no interest in them.

Q. Had you any conversation with any such person before the examination took place?—A. No, sir.

Q. You had no conversation with any such persons after the examination took place?—A. No, sir; I might possibly have asked some one what his average was; I have no recollection.

Q. Had you ever any conversation with any persons who were applicants at that examination?—A. No, sir.

Q. You had no conversation with any person, whether an applicant or not, with reference to the questions used in that examination or whether any person had an advantage over any other person by reason of obtaining information of such questions?—A. No, sir.

Q. You were not in this building during the time the examination was in process?—A. Never, sir.

Mr. HARRITY. As I understand it, then, you have not only no knowledge of the conduct of this examination, but are at a loss to know how you came to be suggested as a witness to be called in relation to the conduct of this examination?

A. That is what I want to know. I would like to know the name of the man who gave my name.

TESTIMONY OF MR. WILLIAM H. THORNTON.

WILLIAM H. THORNTON testified as follows:

Commissioner OBERLY. Your name, address, and business?

A. William H. Thornton; 410 Spruce street; special agent United States Treasury department.

Q. In February, 1886, a civil-service examination for the postal service at this office was held in this building. Do you know anything concerning the manner in which that examination was conducted, or anything whatever in reference to that examination?—A. No, sir; I was not there.

Q. You were not in the city?—A. I was in New York.

Q. It is stated that at that examination certain applicants received assistance from the outside—assistance in answering the questions, and that you could, if you would, inform the commission of the means by which such assistance was rendered to the applicants?—A. No, sir. I don't know anything about it. I was in New York in February.

Commissioner LYMAN. What time in February?

A. Nearly the whole month.

Q. Were you there the last part of the month, say from February 25 until March 3?—A. No, sir. I was backwards and forwards to New York in the latter part of Feb-

ruary, and in March, and in April; backwards and forwards between this office and New York.

Commissioner OBERLY. As a matter of fact, do you know any applicant who was in that examination that did receive assistance in answering the questions—assistance from the outside, or from any member of the board of examiners?

A. No, sir; I don't know anybody that was before the board for examination.

Q. Since the examination have you received information from any applicant, or any other person, that any applicant in that examination did receive assistance from any source whatever?—A. No, sir.

Commissioner LYMAN. Did you know that such examination was in progress at that time?

A. No, sir; only by seeing it in the paper, and seeing crowds around here.

Q. Is your office in this building?—A. Yes, sir.

Q. Did you feel any interest in the examination at that time?—A. No, sir; I didn't know anybody in the city at the time. I was a stranger here comparatively.

Q. You have absolutely no information upon this matter?—A. No, sir.

Mr. HARRITY. How long had you been in the city prior to the time fixed for that examination, as indicated?

A. In June, 1885, I came here, and had been backwards and forwards between New York, Philadelphia, and Washington since that time.

Q. You had no friends among the applicants?—A. No, sir.

TESTIMONY OF MR. CHARLES SAHLING.

CHARLES SAHLING testified as follows:

Commissioner OBERLY. Your name, address, and business?

A. Charles Sahling; 528 South Thirteenth street; employed in the postoffice as receiving stamper in the city delivery division.

Q. In February, 1886, a civil-service examination was held at this office for the postal service. If you know anything concerning the manner in which that examination was conducted, state what you know.—A. There is nothing I know about the examination, only I came in and asked Mr. Harrity for a slip, filled it out in the usual form, and went to the examination, and passed the examination. That is all I can tell you.

Q. You were an applicant for that examination, took it, passed, were certified and appointed?—A. Yes, sir.

Q. It is stated that at that examination certain applicants received assistance in answering the questions from the outside. Do you know of any person who was in that examination that received assistance in answering the questions from the outside or from any member of the board?—A. I don't know anybody that went into the examination but a young man. He went in before me, and I haven't seen him since that time.

Q. Did you receive any information or aid from the outside in answering the questions?—A. No, sir. Of course I was in the first day of the examination.

Q. Do you know any person who did receive assistance in answering questions?—A. No, sir.

Q. Has any person who was in that examination told you since it took place that he received assistance, or that he knew any person who had received assistance, in answering questions?—A. No, sir.

Commissioner LYMAN. I understand you to say that you were in the first day's examination, on the 26th of February. You stated also that you had a friend who was in the examination on a later day?

A. He was in the examination on the same day with me.

Q. Did you sit together?—A. No, sir; I sat in one corner and he in another.

Q. You had no communication with him during the progress of the examination?—A. No, sir.

TESTIMONY OF MR. FELIX M'CANN.

FELIX McCANN testified as follows:

Commissioner OBERLY. Your name, address, and business?

A. Felix McCann; 856 McGrath street; at present I am a letter-carrier.

Q. In February, 1886, there was a civil-service examination held at this office for the postal service. If you know anything concerning the manner in which that examination was conducted, please state what you know.—A. I don't know any more than that I went in there, got the subjects, answered them, and came out again.

Q. You, I understand, were an applicant and took that examination?—A. Yes, sir.

Q. It is stated that at that examination certain applicants received assistance in answering the questions?—A. If so, I know nothing about it; I never received any assistance.

Q. Have you ascertained from your own investigation or by information conveyed to you since the examination that any applicant did receive assistance from any source whatever?—A. No, sir.

Q. Have you heard reports that people did receive assistance?—A. No, sir.

Q. Were you in the first or second day of the examination?—A. I could not answer that; I think it was on the last day I was in—on the last day of the examination—in the afternoon class.

Commissioner LYMAN. Which grade did you take?

A. Carrier's.

Q. Have you had any conversation with any one since that examination in reference to matters that have now been brought to your attention?—A. No, sir.

Q. You have made no statements from which an inference might be drawn that you knew about information having been imparted to applicants?—A. No, sir; not to my knowledge.

Q. Have you made any statements at all on the subject?—A. Not to my knowledge.

Q. Wouldn't you be likely to remember if you had made such statements?—A. Yes, sir.

Q. You have no recollection of having made any statements from which an inference could be drawn that persons did get knowledge of the examination?—A. No, sir.

STATEMENT OF CHIEF EXAMINER WILLIAM H. WEBSTER.

Commissioner LYMAN. Concerning the method pursued at the office of the commission in the preparation of questions, their printing, and transmission to local boards for use at local examinations, the following statement has been made by the chief examiner and will be made a part of the record:

WASHINGTON, D. C., *March 5, 1887.*

WILLIAM H. WEBSTER, chief examiner of the Civil-Service Commission, replied to interrogatories propounded by Commissioner Oberly as follows:

Commissioner OBERLY. Your attention is called to a statement, made by William Herbert Washington, in a letter addressed to the commission, dated April 22, 1886, as follows: "That the attention of the civil-service reform association of Philadelphia has been called to suspected abuses regarding the conduct of examinations in the Philadelphia postoffice; that it is alleged as a fact, and generally believed among a certain class, that, through some collusion, examination papers have been procured beforehand by applicants." In communications of a latter date, from the Philadelphia civil-service reform association and in the public prints of that city, this charge is repeated. For the purpose of assisting the commission in ascertaining how much truth there may be in these charges, you will please state how the examination papers for examinations at the Philadelphia postoffice are prepared and printed, and how and when they are transmitted to the board of civil-service examiners at that postoffice.

Chief Examiner WEBSTER. The questions are prepared by the chief examiner of the Civil-Service Commission at Washington, and after receiving the approval of the commission they are printed at the branch government printing office, located in the Patent-office building. After they are printed they are kept under "lock and key," in the custody of the chief examiner, at the rooms of the commission. Upon requisition for the question sheets necessary for any particular examination at the postoffice in Philadelphia, the required number of question sheets is inclosed in a sealed package and transmitted to the secretary of the board of examiners at the postoffice in Philadelphia. At the same time a communication is addressed to the secretary of that board, informing him of the fact that the question sheets have been forwarded, and instructing him that they are not to be opened until the class is assembled for examination, and when to be opened in the presence of the class. The question sheets are not transmitted until the latest moment practicable to insure their delivery in time for the examination in Philadelphia. They are forwarded by the last mail on the evening preceding the examination, and therefore can not arrive in Philadelphia until the morning of the day on which the examination is held.

Q. Have you any reason to believe that any questions printed for the use of the commission have ever been divulged by any person connected with the business of printing them?—A. I don't believe that any question, or any series of questions, or any single sheet of questions, has ever been divulged by any one connected with that printing office. I have the most implicit confidence in the foreman and employes of the printing office. I know that the foreman exercises the greatest care to see that no entire set of questions goes into the hands of any single compositor, and as a further precaution against their getting out they are distributed in fragments to the several compositors, so that a single compositor would not be in possession of any entire sheet of any set of examination questions.

Q. Have you any reason to believe that any examination papers delivered by the printer to the commission have ever been divulged by any person connected with the

commission directly or indirectly!—A. I don't believe that any set of questions, any question, or any intimation of the character of any question, has ever been divulged by anybody connected with the commission.

Q. How long have you been connected with the examinations of the Civil-Service Commission, and have had knowledge of its method in the preparation and transmission of examination papers?—A. Since the organization of the commission 1883, as chairman of the departmental board of examiners, until August 27, 1886, and since then as chief examiner of the commission.

STATEMENT OF COMMISSIONER CHARLES LYMAN.

Commissioner LYMAN. I will state that upon the organization of the Civil Service Commission under the act of 1883, I was made the chief examiner of the commission and held that office until made commissioner, on April 17, 1886.

During the time I was chief examiner it was part of my duty to prepare for approval of the commission questions to be used in the examinations held under direction; to have these questions printed; to have the custody of them after they were printed, and to transmit those required by local boards as they might be needed. I desire to state that I concur entirely with Chief Examiner Webster in the statement he has made as to the improbability of any question having been exposed to the government printing office, or having got out from that office into the hands of any unauthorized person or persons. I had entire confidence in the integrity of persons having charge of that office; but my confidence in their integrity did prevent me from keeping a very careful watch upon their operations, and making frequent examinations into the methods by which the questions were printed and the precautions taken to prevent their exposure.

In reference to the questions used at the examination held in this city in February 1886, I would state that they were not prepared especially for that examination; it was not, and is not now, the practice to prepare postal questions for any particular examination or for use at any particular office. It is not known in advance of questions being sent by anybody but the chief examiner himself, and not by even until the last moment, what questions will be sent for any particular examination. The questions are kept on hand and securely locked up, and when a local examination is to be held the chief examiner refers to a record which is kept by him to see what questions have been used at the office at which the examination is to take place, and he selects from questions on hand such as have not been used at that office, and they are transmitted. This was done by me in the case of the examination held in this city in February, 1886, and no person besides myself knew anything about the questions to be transmitted, or what questions had been transmitted, until the examination was held. I do not remember how long before the examination the questions were sent, but my impression is that they were sent so as to reach this city the day before the examination. These questions were addressed to Mr. E. A. Barber, who was at that time the secretary of the local board of examiners. Mr. Barber was present, and I would like to ask him to state whether he received that package of questions, and, if he did, what disposition was made of them at the time they were received.

TESTIMONY OF MR. E. A. BARBER, EX-SECRETARY OF THE BOARD OF EXAMINERS.

Mr. BARBER. On the day before the examination I was expecting the package of questions, and looked for them all day. I came over to this office, being located at West Philadelphia at the time, to see if they had arrived. That was in the afternoon, and as they could not be found in the office, I instructed Mr. Maher, one of the members of our board, to watch out for this package in the evening mail from Washington, to stop them and prevent them coming to West Philadelphia, to lock them up and retain them for me till the next morning. The object in instructing Mr. Maher in this way was to avoid any possible detention of the papers, as I had found in past examinations, in one or two instances at least, that the examinations were delayed because the packages of questions did not arrive at the West Philadelphia office before I left in the morning, and, consequently, it was necessary to delay the opening of the examination until these packages of questions could be sent for. Another reason I instructed Mr. Maher in this way was because I intended to leave very early the next morning to come to this office to make preparations. I think the examination would commence at 9 o'clock. When I reached this office I did not see the papers, as far as I can recollect, until they were taken up into the examination room.

Commissioner LYMAN. You stated when you first arrived at this office on the morning of examination you did not see the papers. Where were you when you first saw the papers?

A. As far as I can recollect the circumstances, I was in the examination room.

What was the condition of the package at that time?—A. The package was I suppose as it had been received, and I think there was a heavy black twine and it in addition to the sealing.

What was the practice at that time to send questions securely wrapped in several sheets of manila paper, seal them and tie them securely with a cord about an inch in diameter, about the thickness of this [exhibiting a gold pencil]. Was this package secured by such a cord?—A. It was secured by a string a little smaller in diameter than that pencil.

Was there no appearance that the package had been opened?—A. None whatever.

Were you satisfied in your own mind that it had not been opened?—A. I am satisfied that it had not been touched.

You stated that it was opened in the presence of the class?—A. It was opened in the presence of the class; cut open by Mr. Parker, to the best of my recollection. Of course at the time I could not have paid as much attention to the matter as I would have known what would have transpired afterwards. Mr. Parker cut it open with a penknife. I saw him remove the question-sheets, which were tightly packed in the package.

What happened after that?—A. After that the first series of questions—I think it was for clerks—was taken from the top of the package and placed on the table, and the remaining series were—I am not positive whether they were wrapped or not. I think they were tied up in the same package—placed in the safe.

Where was that safe?—A. In the examination room.

Was it an iron safe?—A. Yes, sir; an iron safe.

What were the means of locking that safe?—A. By a peculiar key, which cannot be imitated.

Who had possession of that key?—A. Mr. Parker, the chairman of the board.

Leaving this question of the safe for a moment, go on and state, Mr. Barber, what happened after that.—A. The examination was conducted in the ordinary manner. Question-sheets given out as they were required by the various applicants. One of the examiners was always present at the desk to take charge of the filled-up question-sheets and arrange them in proper order; and as rapidly as one series of questions was completed they were placed together with a band and laid on the table until the end of the examination. At the conclusion of the examination the completed or filled-up sheets were secured by heavy gum bands and placed in a separate compartment of the safe.

Did you observe anything unusual in this examination during its progress?—A. In two instances, when we found applicants using "keys," which were secured and submitted to the commission.

What do you mean by "keys"?—A. Papers with some of the questions copied from the answers.

Were those the questions used in that examination?—A. Some of them were, others were not, as far as I recollect.

Do you know how the persons who had these "keys" obtained these questions?—A. Well, I may make a statement here that it was not the first day that we found these questions from the two applicants; I think it was the last day of the examination.

Now state, Mr. Barber, that this incident did not occur during the first day of examination?—A. I think it occurred on the third day, in the afternoon, in the office of the clerk's examination.

Do you have any theory by which you can account for these persons having these questions?—A. I won't you state what it is?—A. I have two theories. The first theory is, these questions could be worked out by an applicant who might take copies of the questions in the room; he might have some friends outside, or he might go out himself and get the questions; other applicants in the room who had not been so rapid in answering questions might, after turning in one sheet, go out of the room, as is customary in examinations, if they so desire, before taking another sheet, and might secure a copy of any subsequent sheet, and might come in and copy them. I have no doubt this has been done, but not with our knowledge. Another theory is that, as you will observe, one or two sets of those questions were duplicated. We tried to guard against any difficulty in that way by throwing applicants off the track. Instead of using the same sheets in the two examinations in one day, we commenced by using different sheets in the morning and an entirely different series in the afternoon. The second series we used, I think, a different series in the morning and one of the series we used the day before in the afternoon. I think it was the same on the third day, and it would be possible for applicants to secure from some of their friends, who had the day before, the answers to some of the questions, which they might happen to strike the next day.

Whether of these theories involves for its successful operation either the copying of questions by the applicants who were under examination and the taking these

copies with them out of the room, or of their remembering the questions so as to reproduce copies of them after they had retired from the room. Was it your practice to watch the applicants so as to guard against their taking copies of the questions?—A. We were very careful in that respect; so careful that we received a great deal of adverse criticism on that very point of being too careful. I have a letter which will show the sentiment at that time, on that account, amongst some of the applicants. I don't think it would have been possible for an applicant—I know it would not—to have taken one of the sheets himself from the room. It was not at all probable that they had an opportunity to take copies of them.

Q. You stated that there were two persons who had "keys," or "ponies." What part of the examination was covered by these "keys;" the whole, or only a part? If only a part, what part?—A. I think geography; there may have been some arithmetic; both of them contained answers in geography.

Commissioner OBERLY. Correct answers?

A. I can not answer. We sent the questions to you.

Commissioner LYMAN. I place in your hands what purports to be a letter signed by Mr. Parker, chairman of the board of examiners, making a statement concerning these "keys" or "ponies." Have you any knowledge of that letter?

A. I have signed it also.

Q. That letter contains a true statement of the case as you understood it at that time?—A. Yes, sir.

[Letter dated March 17, 1886, and signed by Mr. Parker, chairman of the board, and Mr. Barber, secretary, transmitting the application papers of the two applicants who used keys or ponies, together with the keys or ponies used by such applicants, is here offered in evidence, and marked Exhibit C.]

Commissioner OBERLY. Mr. Barber, did that letter contain the "keys" or "ponies" to which you have made reference in your statement here?

A. The "keys" or "ponies," together with the examination papers of the two applicants—their sealed envelopes containing their names, which we did not open—were inclosed in that letter.

Q. These applicants who were detected in the use of "ponies" or "keys" were prevented from going on with their examination?—A. We allowed them to finish, but did not mark their papers.

Q. And they did not get any benefit from their examination?—A. No, sir.

Commissioner LYMAN. Did you receive, in response to this letter transmitting these papers, an answer from the commission directing what was to be done in the premises?

A. We did; that letter inclosed the papers, returning them to us.

[See letter marked Exhibit D.]

Commissioner LYMAN. Have you anything further that you wish to say concerning this examination?

A. I simply have to state that I was present at the examination, which covered, I think, six days. I was present from the opening of the examination in the morning until the closing, at 9 or 10 o'clock, on each of the six days, with the exception of a half hour or hour that I left the room to get something to eat, once or twice during each day; and I can positively state that during the whole time I am satisfied not a single question-sheet was taken from the room, and that nobody asked us for those sheets at any time in my presence, excepting three of the members of this association.

Q. What association?—A. Mr. W. Herbert Washington, Mr. R. Francis Wood, and Mr. W. W. Montgomery.

Q. During the progress of this examination were visitors admitted to the room?—A. Yes, sir.

Q. Were any considerable number of visitors present at any one time?—A. I don't think there were more than three or four at any one time.

Q. Did a number come in during the examination?—A. Yes; there were visitors nearly all the time.

Q. What class of persons mainly came in as visitors?—A. I don't think I knew anybody personally, and didn't know anything about them, excepting these three gentlemen.

Q. Did they apparently come in to observe the methods pursued in the examination, or as a mere matter of curiosity?—A. Some of them seemed to take an interest as to how examinations were conducted; others dropped in simply out of curiosity.

Q. Did you have much conversation with these visitors?—A. Very little. I remember that amongst the visitors were two of the examining board of the Baltimore post-office.

Q. Do you remember their names?—A. I do not. I think one of them was superintendent of the city delivery.

Q. Was his name Carrington?—A. I do not recollect his name at all.

Q. Were there many people in the corridor, about the door of the examination room, during the progress of the examination?—A. At times there was quite a number.

Q. Is it your opinion that the people who were in the corridor during the progress of the examination were mainly persons who had either been in the examination as applicants and had finished their examinations, or persons who were applicants and waiting their turn to be examined, or were they persons not connected with or concerned in the examination?—A. My idea at the time was that they were generally people awaiting their turn; that is to say, in the morning, and quite a number were those who had passed through the examination and had left the room.

Q. As you passed in and out of the room and among these people in the corridor, did you observe at any time individuals in close conversation with each other, as if they were communicating to each other something of importance?—A. No, sir.

Q. Did you observe at any time persons consulting memoranda or scraps of papers, or other things which might possibly have questions written on them?—A. I don't think I noticed anything of the kind, and I remember thinking at the time that it was a little singular that I did not.

Q. You didn't notice anything in the corridor that led you to believe or suppose that information was being communicated by one person to another?—A. No, sir; I didn't see anything of the kind. I stood quite a length of time in the corridor for the purpose of noticing whether anything of that kind was going on; probably twenty or thirty times during the day I went out for that very purpose.

Q. The conditions under which the examinations were held and the fact that you were obliged to examine two classes on each day, one in the morning and one in the afternoon, led you to be unusually watchful?—A. Yes, sir.

Q. So as to prevent, if possible, any collusion?—A. Yes, sir.

Q. Have you anything further you wish to say?—A. I can not think of anything more.

Mr. HARRITY. At the time of the examination you were connected with the service in this office. You are not now connected with the service, and have not been since February 1st of this year?

A. No, sir.

Q. Your present business is— A. Insurance.

Q. In offering the theories that were offered by you in response to question of Commissioner Lyman, those were theories of possibility, rather than probability, from our knowledge of the facts?—A. Yes, sir.

Q. As to the use of "ponies" or "keys"?—A. Yes, sir.

Q. Those theories were intended to explain the possibility rather than the probability of the facts?—A. Yes, sir.

Q. You have been, I think you said, the secretary of the board of examiners since its organization?—A. Since its organization, on June 9, 1883.

Q. And during your official connection with the board there have been many examinations under the civil-service law?—A. Quite a number.

Q. Were not the same, if not greater, safeguards taken during the examination referred to, as at other examinations?—A. I think they were greater.

Q. So far as you were concerned, and so far as your colleagues of the board were concerned, you did all you could to securely guard the examinations, to preserve the integrity of the examinations as conducted by your board?—A. We did.

Q. I understood you to say that you had been criticised for being so strict, so anxious to guard the examinations?—A. Yes, sir.

Commissioner LYMAN. Did you receive, shortly after this examination, a letter signed by me as chief examiner, calling your attention to alleged irregularities at that examination?

A. I did.

Commissioner OBERLY. Was that letter dated March 6, 1886?

A. I don't remember the date. I can tell the letter if I can see it.

Commissioner LYMAN. Is this the letter [handing letter to witness]?

A. That is the letter.

(Letter offered in evidence, and marked Exhibit E.)

Commissioner LYMAN. I desire to make a statement as to what led to the writing of this letter. Early in March, 1886, I received a communication from a person then living in Philadelphia, now deceased, addressed to me confidentially, calling my attention to these rumors of irregularities on the part of this board of examiners. It contained the words quoted in this letter. Although the letter was addressed to me confidentially, and came from a personal and intimate friend, I thought it my duty at once make its contents known to the commission; and upon its contents being made known to the commission, I was instructed to write this letter to the board of examiners, which I did.

Mr. Barber, after receiving that letter, what action was taken by your board?—A. After receiving that letter the chairman immediately called a meeting of the board.

We discussed the matter in all its bearings, as far as we were able to, and as a result of that meeting we wrote the letter which we sent in answer.

Q. Is that the letter, Mr. Barber [handing Mr. B. a letter]?—A. Yes, sir.

(This letter is dated March 13, 1886, is addressed to the Civil-Service Commission, and is signed by George F. Parker, chairman; Jerome A. Maher, P. Lacy Goddard, and E. A. Barber, secretary, all being members of the board of examiners for this office. Letter offered in evidence, and marked Exhibit F.)

Commissioner LYMAN. Did you receive any acknowledgment from the commission of the receipt of this letter?

A. Yes, sir; I have the answer in my pocket.

Commissioner LYMAN. Mr. Barber places in my hands a letter signed by me as chief examiner, dated March 23, 1886, addressed to the board of examiners for this office. It will be lettered G, and be made one of the exhibits.

In addition to the communication signed by the whole board, you wrote a letter which you signed as secretary?

A. I wrote to you unofficially before we had a meeting of the board.

Q. Is that the letter to which you refer?—A. Yes, sir.

Commissioner LYMAN. This letter to which Mr. Barber refers is dated March 13, 1886, and is addressed to me as chief examiner. In this letter Mr. Barber states that a formal reply to the charges will be made by the board. Pending that reply he states personally that never within his experience has any examination been conducted fairer, stricter, or on a more impartial basis than this one.

(Letter offered in evidence, and marked Exhibit H.)

Commissioner LYMAN. You stated that after this package of questions, which was received and opened in the examination-room on the morning of the first day's examination, that the questions not used on that day were placed in the safe?

A. Yes, sir.

Q. That the safe was locked, Mr. Parker, chairman of the board, having the key?—

A. Yes, sir.

Q. You may make any further statement you desire to make in regard to the care of these questions during the progress of the examination; who placed them in the safe; who took them out of the safe from day to day, and what precautions were taken to guard them from publicity.—A. The key being in the possession of Mr. Parker, I am under the impression that he invariably unlocked the safe in the morning when the board of examiners met in the examination-room, but not until the class had assembled. The question-sheets for the day, or for that series, were taken from the safe, placed on the table, and the other series of questions were left in the safe. At the end of each day's examination, or, I may say, of each half day's examination, the question-sheets which had been filled up by the class which had just been examined were securely fastened together by a heavy gum band and placed in the proper compartment of the safe, and at the close of the day, before leaving the room, Mr. Parker, and, I think, assisted by Mr. Maher, sometimes by Colonel Goddard—I think there was no rule as to the assistants; but I think in each case Mr. Parker himself placed them in the safe and locked them up.

Commissioner OBERLY. In your presence?

A. Yes, sir; in every instance I was present to see that all the papers were placed in the safe.

Q. You were present when the safe was opened the next morning?—A. I was present every time.

Commissioner LYMAN. The usual method of opening the examination by first having the applicants inclose their declaration sheets in envelopes, which they sealed, was observed?

A. Yes, sir.

Mr. HARRITY. In following that usual course, which is under regulation 21, the entire board nor any part of it had any opportunity of knowing whose papers were being examined until the examination was completed; that there was no opportunity whatever for the partial marking or grading of the papers?

A. No, sir.

Commissioner LYMAN. After this series of examinations was over, how soon did the board begin the marking of the papers?

A. I think that is down in the record book.

Q. Where were the papers marked?—A. Every paper was marked in the examination-room.

Q. Were they marked generally during business hours?—A. During business hours.

Q. Were there other persons in the room besides the board while the marking was in progress?—A. Not for any length of time. Applicants dropped in occasionally to inquire how we were getting on, and I think some reporters, but they only staid a very few moments, and had nothing whatever to do with our marking, and were not near the table where we were marking.

Q. Was the usual course pursued in marking these papers?—A. Yes, sir; precisely.

Q. Will you state what the usual practice of your board is in regard to marking the papers?—A. In marking papers which have been filled up by applicants for positions in this office, we have followed one course since the organization of our board. The same course was adopted after I had submitted it to the new board, and carried it. That course was partially introduced by Dr. Gregory, in so far as the marking of penmanship was concerned, which he suggested to us at our first examination July 9, 1883. In marking the sheets in the other subjects we followed the printed instructions for marking which are prepared by your commission.

Q. I wanted to know the security that was thrown around the papers to guard them from outside influence, outside information, the methods by which you secured fairness in the marking?—A. I don't think I understand your question.

Commissioner OBERLY. Did your board pursue a course, in marking examination questions, which precluded the members of the board, or any one of the members, from knowing the name of the applicant whose papers were being marked at any particular time?

A. Yes, sir.

Q. The papers then, as I understand it, were marked by the board in ignorance of whose papers they were?—A. Yes, sir.

Q. And in marking the papers thus you pursued the same rules in reference to one set of papers that you did in reference to all other sets of papers?—A. Yes, sir, From the examination on July 9, 1883, down to the present time.

Commissioner LYMAN. At what stage of the operation of marking and grading did you open the envelopes containing the declaration sheets?

A. Not until after all the papers had been marked and graded.

Q. And when it was necessary to associate the name of the applicant with his papers?—A. That is all.

Commissioner OBERLY. And until that time the name of any person who had made any particular set of examination papers was not known to the board?

A. So far as I know. They were unknown to me.

Commissioner LYMAN. After the marking and grading of the papers, what was next done?

A. The names of the successful applicants were transcribed into a register of eligibles.

Q. Who did that?—A. I did.

Q. Were all the applicants notified of the result of their examination?—A. They were.

Q. Those who passed and those who failed?—A. Every one who had attended the examination.

Q. You stated that the eligible registers were made by you?—A. Yes, sir.

Q. As secretary of the board you were the custodian of the records of the board, including the eligible registers. Where were those records kept?—A. The records, up to the time I left West Philadelphia and came to this office, were kept in the West Philadelphia postoffice.

Mr. HARRITY. That was when?

A. Up to August 1, 1886.

Commissioner LYMAN. Up to that time the records, including the eligible registers, were kept at the West Philadelphia postoffice by you?

A. Yes, sir.

Q. How was the postmaster accustomed to inform you that vacancies existed in the office, and to request that certifications be made to fill those vacancies?—A. I generally got such requests in writing when I was in West Philadelphia; then I immediately brought the books over.

Q. They were made in writing, generally?—A. Yes, sir.

Q. Upon receipt of such information and request what course did you pursue in making the certifications?—A. I brought the certification book and registers of eligibles over to this office. I went into the private room with my books, and as I made each certification I came out to Mr. Harrity and he signed it and made the appointment. If there was only one appointment to be made on one day that was all of it; if there were more I continued that process until all were made.

Q. You say you went into the private room and wrote the certifications there?—A. I did.

Q. Had the postmaster access to the eligible registry?—A. No, sir; not to my book.

Q. He didn't see your book?—A. No, sir.

Q. Your method of making certifications was what?—A. In writing the names of the four that stood highest on the list, and having him make one of the appointments.

Q. Where did you write those names?—A. In the private office.

Q. I mean did you write them upon a blank or in the book?—A. I wrote them in the certification book.

Commissioner OBERLY. Did you invariably certify the names of the four highest upon any list from which you made certifications?

A. I invariably did that, except where a fourth certification was called for under clause 4 of Rule XVI. In that case, of course, the person certified the fourth time had a higher average than those certified in the regular course.

Q. Did the postmaster always select one from every certification made to him?—A. Always one or more.

Q. Did he frequently select more than one?—A. In quite a number of cases he would select more than one.

Q. What proportion, should you judge, of those who were certified to him were appointed by him?—A. Well, nearly all that were certified. I should say nine out of ten.

Q. Then he passed over very few?—A. Very few. In fact he almost appointed the whole list.

Q. Taking the highest in grading on the list and going down?—A. Yes, sir.

Q. Is that your resignation of the secretaryship of the board of examiners [exhibiting a letter]?—A. Yes, sir; it is.

Q. You say in this letter of resignation [see Exhibit I] that you resign with regret, having been connected with the board since its organization, and having been at all times in full and hearty sympathy with the reform movement; that the open hostility which has been exhibited by the Philadelphia press, and particularly by the republican papers, within the past year, to the merit system of appointments, has, however, considerably discouraged all true friends of reform in this city, and until there shall be evidence of the re-awakening of general public sentiment in favor of the strict enforcement of the law, both in spirit and letter, there will be little incentive to prosecute the good work further. Upon what condition of sentiment here do you make that charge against the republican press of this city?—A. Upon the grounds that the republican press, particularly three papers which I don't think it necessary for me to mention, have invariably sneered at civil-service reform, have criticised everything that has been done in the way of civil-service reform, and in one or two instances came out openly and said the whole thing was a humbug and a fraud. Possibly if I had known my letter would have been published I should not have written in that way; still they are my sentiments.

Q. State whether, in your opinion, the course of the republican press of this city, to which you have referred in your letter of resignation, has not prevented many republicans from making application for the civil-service examination.—A. I am satisfied that has been the case.

Q. In this connection I desire to ask you whether, of your knowledge, the civil-service law, rules, and regulations have been honestly executed and acted under in this postoffice by the appointing officer and the members of the board of examiners?—A. Do you mean to ask whether they always have been, or by the present postmaster?

Q. Whether they have always been?—A. To the best of my belief the law, rules, and regulations have been observed in the spirit as in the letter since the law went into effect up to the present time.

Commissioner LYMAN. You say the open hostility which has been exhibited by the Philadelphia press—you have used the word press, you mean the papers generally?—A. Yes, sir.

Q. You don't refer to an individual paper, but to the press generally?—A. To the press generally.

Mr. HARRITY. In your opinion, and from your knowledge, was there not a preponderance of applicants under the former administration of those in office and of one political faith corresponding to the preponderance of applicants of the opposite political faith since the change of administration?

A. So far as I have any opportunity of knowing, such was the case.

Q. State whether or not, in your opinion, from having read the newspapers published in Philadelphia and their criticism of this office, its administration, especially with reference to the matter of appointments, whether or not such criticism and attacks have not had a tendency, a very great tendency, to discourage applicants who were not of the same political faith as myself?—A. I am of the opinion that that is so.

Commissioner LYMAN. In answer to the question which preceded this last question, you stated that it was your opinion that before the change of administration there was a preponderance of applicants of the same political faith as the party then in power—republicans; and since the change of administration, the preponderance had been of democrats?—A. Yes, sir.

Q. What means have you of forming such an opinion?—A. Simply from what I hear outside.

Q. It does not come from your personal knowledge of the applicants themselves?—A. Not at all; for I don't know one of them, except one who was a republican.

Q. It is an opinion?—A. Simply an opinion.

Q. That opinion is based upon—the atmosphere by which you have been surrounded caused you to have this impression?—A. Yes, sir. I think one fact that rather explains the preponderance of democratic applicants is that with the consent of the commission we dropped from the record all who remained on the list for six months preceding Mr. Harrity's taking charge of this office. The supposition is that the majority of those applicants were republicans under General Huidekoper. Since these were dropped from the list the supposition is that the others who came on the list, or a large majority of them, were democrats.

(Letter of commission to postmaster at Philadelphia, dated December 10, 1835, concerning the dropping of applicants from the records, is offered as evidence, and marked Exhibit J.)

Commissioner OBERLY. Who were the civil-service commissioners at the time the names were dropped from the registers?

A. I am under the impression that the civil-service commissioners were Dr. Gregory, Mr. Eaton, and Judge Thoman. I am not positive, but I think so.

TESTIMONY OF MR. JEROME A. MAHER.

JEROME A. MAHER testified as follow:

Commissioner OBERLY. You heard the statement made by Mr. Barber this morning with reference to the examination papers in the February examination, 1886?

A. Yes, sir.

Q. State in your own way what you had to do with the receiving of those papers, and what disposition you made of them after receiving them—your connection with those papers.—A. Mr. Barber called on me the afternoon previous to the examination, and requested me, if the examination papers for the coming examination arrived, to hold them at this office until the following morning. I came down the night before the examination for that purpose. I went to the paper-table, and from one of the clerks I received the papers, took them to my division, the foreign division, put them under lock and key, and then left the office. They remained there until the next morning. I then took them to Mr. Parker, then chairman of our local board; delivered them to him in the same condition that they were received by me—unopened—sealed. I knew nothing further of the questions until they were opened by Mr. Parker in the examination-room before the class the first day of the examination. The rest of my statement would be simply a substantiation of what Mr. Barber stated.

Q. Not only with reference to the papers, but with reference to the conduct of the examination, the marking of the papers, and establishing of the grading?—A. Exactly.

Commissioner LYMAN. You concur in all that Mr. Barber has stated in reference to those matters?

A. I do.

Q. You are now acting secretary of the board?—A. I am.

Q. And have the custody of the books and papers?—A. Yes, sir.

TESTIMONY OF MR. GEORGE F. PARKER.

Mr. PARKER testified as follows:

Commissioner OBERLY. You heard the statement made by Mr. Barber, the ex-secretary of the board, with reference to the examination papers of the February examination, and with reference to the manner in which that examination was conducted, the papers marked, and the eligible registers established?

A. I did.

Q. Make any statement you may see proper to make in reference to the matters referred to by Mr. Barber.—A. On the morning on which this examination was to be held I came to the office much earlier than usual, in order to receive and care for those papers, by arrangement with the secretary and with Mr. Maher. About 8 o'clock I received a package of papers in its original shape from Mr. Maher, and took them into the chief clerk's room and deposited them in his fire-proof safe. Just before the examination began, at 9 o'clock, as I remember, I took the package from the safe, handed it to a messenger in the office, whom I accompanied to the examination room. There the package was laid upon the table, where it remained untouched until the class had assembled. Then, as chairman of the board, I cut the strings, opened the package, and myself counted each set of the clerks' papers. They were of unequal numbers. Some had 63, some 73, some, I think, 71. I did that in order that we might apportion the papers to each class. I think the first class was 63 or 69. I took the set of papers that had only 63 and used that set. This, as I say, was all done before the class—before the board of examiners. I think there were some reporters present, but I can't be certain. In the first examination—that is, the first class—Mr. Barber, as a member of the board, made the opening statement as to how the examination was

to be conducted. After this one set of papers was taken from the package; the remainder were put into the iron safe in the room, of which this is the key. [Showing a key of peculiar construction.] At the close of the examination of this class the completed papers were also put into the safe, secured, as Mr. Barber has described, with a rubber band, and with a label showing the date, time of day, etc. From that time forward I made the opening statement at each of the classes, and Colonel Goddard read the exercises for dictation during the whole of the ten classes that we held. During the whole of that time, as during the entire time consumed by the marking and grading, I carried one key to the room. I had the key of the safe and a key of the room. After the examination closed I came to my room, put these keys in my desk, and did not carry them with me, lest any accident might result. That course was continued from the beginning to the end. I locked the drawer, so that no other member of the board could have access. I don't think of anything else in addition to what Mr. Barber has already told you. He has gone fully into the matter, making a detailed statement as to the method of grading and marking, and I don't think he has omitted anything or misstated anything even by accident.

Commissioner OBERLY. Here is a letter by the examining board, dated November 12, 1886, addressed to W. W. Montgomery, chairman of the executive committee of the civil-service reform association of Philadelphia. Please examine it. [Handing him a letter. See Exhibit A.]

A. I may say that I wrote all of that letter with the exception of one paragraph. I came to the office on the 12th of November somewhat nettled by the continued iteration and reiteration of these vague charges. In a publication made on the 10th of November, over the signature of W. W. Montgomery, who signed himself chairman of the executive committee, a letter had appeared, charging, among other things, that examination papers had been opened and that fraud had been resorted to or winked at by the board of examiners. The result was that I sat down and wrote this letter. This is a correct copy of the letter, as I remember, which was forwarded to the commission on the day it was sent to Mr. Montgomery and his associates.

Q. Do you know whether any of these examination papers were exposed to any applicant or to any other body after they were received before the examination was completed or at any time thereafter?—A. Not to my knowledge; and I judge that is correct from this fact, that at the close of the examination, in making up these papers, we took those of each applicant, numbered 1, 2, 3, 4, as they came from the commission printed, and attached them one under the other, after the marking and grading had been completed. We found that not one single declaration sheet was missing; every sheet was in its place in all of the 722 sets we examined. We had six of one and five of the other. Three thousand eight hundred and fifty-three sheets had been examined, and not one was missing or unaccounted for or mutilated, except by the ink-spots made by applicants.

Commissioner LYMAN. You have stated in a general way that you concur in the statement made by Mr. Barber with reference to the conduct of this examination and the incidents connected with it. I would like to have you state more particularly whether, in your movements in the room and out of the room, in the corridor, among those who congregated in the corridor, you observed anything in the conduct of the applicants which led you to suppose that they might be communicating information one to another.

A. At some times during the day, and especially when classes were assembled, there would be probably fifteen or twenty-five people in the corridor. Whether they were there as the result of the examination or there for receiving pensions, which were paid across the hall, I can not tell. I saw nothing during this whole time on the part of any man, either an applicant or his friend, which would lead me to believe that any one was giving information. In fact, I considered it was impossible for anybody to give information, for they had nothing to base it on except the reports of the commission. I have no doubt many persons came there thinking the old questions might be again used, and that they thus would be better prepared for the ordeal.

Q. Do you know one John H. Fow, of this city?—A. Yes, sir.

Q. Did you know Mr. Fow at that time?—A. I knew him casually as a man about town, as a man engaged in politics.

Q. Did you see Mr. Fow at any time during the progress of this examination in the corridor near the examination room?—A. I think I saw Mr. Fow once in the corridor. I am not certain. I didn't take much notice. It is my impression I saw Mr. Fow once.

Q. Would you state, if you have any recollection, what he appeared to be doing at the time you saw him?—A. I don't know if I have any information about that. He might have been a pension attorney or might have been there showing friends the room. I don't have any information on that subject. There was nothing more improper in his being there than there was of my being there.

Commissioner OBERLY. Were there any means by which Mr. Fow could have obtained questions for the purpose of instructing applicants during that examination?

A. None at all. None of the papers were missing.

Commissioner LYMAN. Have you heard that Mr. Fow was in the habit of coaching applicants for the examinations?

A. I think when your letter came some one said that Mr. Fow had a school or something of the sort. I made inquiry and found it was a mistake. Even if he had, I should not consider that anything against Mr. Fow, because under this reform system in England persons go to professional coaches and schools for months. I think it would be eminently proper for persons to open schools. I have no information that he did keep a school.

Q. Were there visitors in the room during the progress of the examination?—A. We had visitors from time to time, as Mr. Barber suggested.

Commissioner OBERLY. Did any of these visitors while in the examination room have any conversation with any of the persons who were being examined?

A. To my knowledge never one. As a rule some member of the board moved about pretty freely on the floor among the applicants in order to ascertain whether any of them were using improper means. It is by that method that we found out those "ponies."

Q. Do you know of any person who ever personated others?—A. I do not. I heard of one case that was alleged to have been a personation. That was the case of a German named Peter P. Fox, who it was claimed had sent his son to pass the examination for him. It so happened that Peter P. Fox appeared in the first class. He was the only person in the 722 that I knew by sight. I now remember that Mr. Fox sat on either the first or second seat from the front and that he was not personated.

Q. Has this man been appointed?—A. He has been appointed a clerk in the office.

Q. Did you know anything of his past history?—A. Being a member of the board, persons came to me for application papers; he came about a week before the examination, and he was of peculiar appearance, and I recalled him to my mind. He is now in the postal service. He is a disabled soldier, and was preferred, although his average was not high.

TESTIMONY OF MR. P. LACEY GODDARD.

P. LACEY GODDARD testified as follows:

Commissioner OBERLY. You heard the statements made by Mr. Barber, Mr. Maher, and Mr. Parker in reference to the examination papers of the February examination, the marking of papers, etc. Make any statement you desire to make with reference to those matters.—A. I don't know that I can add to it in any particular except to corroborate the same in toto from the admission of candidates at the door until the final issuing of notices of average. I don't see where there could have been any greater precaution in carrying out the letter of the law in every particular.

Commissioner LYMAN. You indorse everything that was said by these gentlemen?—A. Everything.

STATEMENT BY MR. E. A. BARBER.

Mr. Barber stated that he had overlooked the charge that the percentage of those who had passed the February-March, 1886, examination was larger than the number that had passed the examinations held prior to that time. He said he would look at the records, and make a statement of the facts in writing, if the commission would permit. Permission was given. (See Exhibit K.)

TESTIMONY OF MR. JULIUS J. VOGLE.

JULIUS J. VOGLE testified as follows:

Mr. HARRITY. State whether or not you served notices upon anybody last evening? If so, upon whom?—A. Last evening I served notice upon John J. Montjoy, at the Record office; Mr. John O'Neal, corner Warnock and Master streets; Mr. Sid. Marlow, at Drinkhouse's saloon, under Merchants' Hotel.

Q. Is that Drinkhouse's saloon now? Does he still keep it?—A. There is a new proprietor.

Q. Did he say he knew Marlow?—A. He said that he came around sometimes, and he said he would give the notice to Marlow if he came around to-day. I also served notice on Mr. John H. Fow, 206 South Seventh street; Mr. W. H. Thornton, at the custom-house, and mailed a letter to Robert T. Bolton, Reading, Pa.; that is all I served.

TESTIMONY OF MR. THOMAS M. CARLIN.

THOMAS M. CARLIN testified as follows:

Mr. HARRITY. Did you serve notice upon Charles McCann?—A. Yes, sir.

Q. How?—A. In person, last evening.

Q. At what address?—A. 1007 South Nineteenth street.

Q. To whom did you give it?—A. I gave it to a middle-aged lady, I judge; possibly might be his sister.

Q. What did she say?—A. She said that Charles lived there; that she would hand it to him that evening.

THIRD DAY.

FRIDAY, March 18, 1887—10 o'clock a. m.

Present: Commissioners Oberly and Lyman, Postmaster Harrity, and Stenographer Morgan.

Commissioner OBERLY. Mr. Harrity, the civil-service reform association of this city has, in a communication addressed to this commission, and dated November 9, 1886, reported certain charges against the civil-service board of examiners of this postoffice and against you as postmaster. The commission now hands to you that communication, and requests you to make any statement in relation thereto that you may desire to make. You are particularly requested to make reply specifically and in detail to the charges made against you as postmaster, which are contained in that communication.

In your reply please give the following information :

How many persons have been appointed to places as excepted under the operations of the civil-service Rule XIX? Name the number, and name the places excepted in the following divisions

1. The executive division.
2. The mailing division.
3. The foreign-mail division.
4. The registry division.
5. The city-delivery division.
6. The box division.
7. The stamp division.
8. The general-delivery division.
9. The inquiry division.
10. The division of stations.
11. The money-order division.

How many employes are there in each of the above-named divisions?

In the above total, how many appointments have been made to fill vacancies caused by removals? How many regularly certified from the register of eligibles? How many as substitute clerks? How many as substitute carriers?

How many employes were in the service at this postoffice when you became postmaster and entered upon your duties, December 1, 1885?

How many were in the service on March 1, 1887?

The civil-service reform association has also brought to the consideration of the commission a communication addressed to it through the mail, in which it is charged that the employes of the postoffice were assessed for political purposes during the late political canvass in this city. [See Exhibit L.] It is specifically stated in the communication that the employes who refused to pay the assessment were required to do so by having a reduction of their salaries for the month of February. The commission hands to you the communication in which the complaint referred to is made, and asks you to make reply thereto. [Hands to Mr. Harrity letter marked Exhibit L.]

POSTMASTER HARRITY'S STATEMENT.

To these questions Mr. Harrity subsequently submitted the following replies in writing:

"Postmaster HARRITY. I certainly do desire to make a statement upon the subjects referred to in your questions, because the communications upon which they are based contain charges of a serious character. There is, however, naturally some difficulty experienced in meeting an accusation where there is no responsible accuser, as in the present instance.

"Your commission does not make the complaint. It is sitting as a court to hear evidence in support of and against any charges that have been made. It is true you may yourselves make charges and investigate, but you have not preferred any of which I have knowledge. You are here as per your letter of March 2, 1887, 'for the purpose of hearing any testimony the Philadelphia civil-service reform association may desire to present in proof of charges made by that association of violations of the civil-service act and rules by the civil-service board of examiners for the postoffice at Philadelphia and by the postmaster of that city.'

"Nor does it appear that the civil-service reform association of this city makes the charges. Messrs. W. W. Montgomery, Thomas Leaming, and R. Francis Wood, all of whom have appeared here before you in behalf of the association, expressly disclaim either making or intending to make any charges. They even claim that their communication of November 9, 1886, does not contain any charges.

"Nor is there a single individual who responsibly makes the complaint or seriously attempts to establish what is alleged. This, too, notwithstanding the fact that the whole matter has had the widest sort of publicity for months past, and that there are doubtless very many who would cheerfully do so if they had sufficient evidence. In this case the complaints seem to be based almost entirely upon unverified rumor, etc.

"Before replying particularly to the questions propounded by you, I deem it proper to state to the commission that all or nearly all of the charges brought to your attention were made the subject of a thorough, and in some respects an offensive, investigation made by a commission of postoffice inspectors, consisting of General M. Lane Harrison, Charles B. Barrett, Wallace P. Ryon, T. M. Arrington, and Charles Darby.

"These inspectors spent several weeks at this office in September last and filed their report with the Postmaster-General on October 5, 1886. That commission investigated as to the conduct of examinations, the manner of marking the papers (each applicant's papers having been examined), the manner of the certifications, the method of appointment, and as to whether Rule VIII had been violated by me. That investigation was offensive as to its methods of inquiry as to whether, in violation of Rule III, I had discriminated in favor of or against applicants because of their political or religious affiliations, as was recklessly charged in a few newspapers and in many anonymous communications. That commission, notwithstanding my protest as to the impropriety and want of authority, summoned my appointees before it, and asked each of them his politics, his religion, his nativity, and if born in this country (as nearly all of them were), where his parents were born, etc. The result of that investigation was a complete vindication of the administration of this office so far as the civil-service was concerned, as it was in most other respects. While I recognize and appreciate that the result of that commission's investigation in no way concludes you, I venture to refer you to its report on file in the office of the Postmaster-General as some evidence that we, who are now accused, have been once tried and acquitted of these very charges.

"I feel that I ought to also formally call your attention to the fact that there has been no proper effort made by the civil-service reform association of this city to verify or authenticate any material statement made by it, and that nothing worthy of being called evidence has been offered by it or on its behalf. The letter of November 9, 1886, makes—'reports'—the following specific statements or allegations:

- "1. Fraud in the conduct of the examination.
- "2. Violation of Rule VIII in making appointments.
- "3. That nearly all, or an overwhelming majority, of the new appointees are democrats.
- "5. That appointments have been evenly distributed by election districts.
- "6. That 80 per cent. of the applicants passed the examinations of February, 1886, whereas in previous examinations the percentage was less than 60.
- "7. That among the appointees are men who can not spell ordinary words correctly nor write grammatically.
- "8. That numerous discharges have been made of men who were informed by the postmaster that he had no complaint against them.
- "9. That out of 184 appointments made by the postmaster all but 2 belong to one political party.

"While the association disclaims any responsibility for the charges, and claims that it does not make any, yet the above allegations are referred to in their communications as 'facts' which 'are true so far as the association, after careful investigation, has been able to ascertain.' Some of these 'facts' were said to have been ascertained through the expenditure of considerable time and money.' As to the list of 184 appointees this is said: 'Made with much care, and which we believe to be accurate.' 'Notwithstanding that the nine (9) above-mentioned material charges contained in the communication were stated as 'facts' by the association, and inferences and arguments were drawn and made therefrom by the association, as well as by the public, there has not been evidence offered to establish the truth or accuracy of a single one of them.

"In support of charges Nos. 1, 2, 3, 4, 6, 7, and 8, there was not a particle of testimony of any kind. As to charges Nos. 5 and 9 the *ex parte* statement of Albert L. Foulkes, unsuccessful applicant for position under me, and the brother of Edwin L. Foulkes, who was removed by me from the service, was offered. There was no opportunity afforded to inquire how the list was compiled, from whom Mr. Foulkes got his information, etc. I venture to state that there is no court in this country that would seriously consider such a piece of *ex parte* testimony even in the trial of the most trivial frivolous case. However, I believe I can demonstrate that the list is so grossly inaccurate that it will discredit itself.

"It is true that R. Francis Wood, esq., on behalf of the association, reported to your commission a list of nine (9) names of 'persons who, it is alleged, can testify, if they please, as to the irregularities in the conduct of the examinations.' It was admitted that the association had not called upon these witnesses, and had not in any way taken trouble to learn whether or not such witnesses had any knowledge of the matter at issue. Nor was it stated by the association upon whose information or authority they were suggested as witnesses. You notified all of them to attend the next meeting in this proceeding, and invited representatives of the association to be present at

all your sittings. Five (5) of the nine (9) witnesses appeared and testified. Some of them did not even have any knowledge of the examination, and expressed surprise at being sent for. Of the four (4) witnesses who did not respond three (3) of them were discharged employes and the other had resigned, although complaint had been made to me against him as an employé.

"I refer to these matters not with the view of making any attack upon the association or of unduly criticising it, although the effect of the communication has been to injure the members of the local board of examiners as well as myself; but I do so in order to remind you of the difficulty to be encountered in proving a negative, so to speak.

"Replying to the first branch or division of your questions, permit me to declare and state that the complaints referred to, as far as they relate to me, are improvidently and improperly made, and that they are not true. The charges made against the local board of examiners and against myself as postmaster are nine (9) in number. I have already enumerated them in the order in which they occur in the letter of the association. Charges Nos. 1, 3, 6, and 7 affect the members of the local board, and you have heard the testimony relating to them. Charges Nos. 2, 4, 5, 8, and 9 affect me and I will answer them in order.

"As to charge No. 2, I have not discriminated in favor of or against applicants because of their political or religious opinion or affiliation. I do not see how I can answer this charge more specifically except by referring to the replies which I will make to charges Nos. 4, 5, 8, and 9, upon which the general complaint contained in charge No. 2 is evidently based.

"As to charge No. 4 I have no doubt 'that all or an overwhelming majority of the new appointees are democrats, but how many of them are not democrats I do not know. Neither do I know, either actually or approximately, how many of those on the registers of eligibles that have not yet been appointed are democrats or republicans. I may add that I have not the least doubt but that an overwhelming majority of those that applied have been democrats, just as has been the case with other offices and in other cities. Applicants are naturally influenced by public sentiment, and where, as in this city, many partisan republican newspapers persistently criticize, attack, and misrepresent democratic federal officials, stating that efficient republican employes are being turned out to make room for democratic politicians, division workers, etc.; such applicants, if they be republican in politics, are deterred from entering the examination at all. With an overwhelming majority of democratic applicants, it is but a logical consequence that there should be an overwhelming majority of democratic appointees.

"I venture to state and to make the prediction that while partisan newspapers continue to unfairly criticize and misrepresent almost every action of the Federal officials of the opposite party, there will be a larger preponderance of applicants and therefore of appointees of the political faith of the party in power. Let me illustrate this:

"My predecessor as postmaster here, General H. S. Huidekoper (and I do not wish to insinuate that there was any violation of the civil-service law upon his part), appointed two hundred and three (203) persons from the registers of eligibles. That was from July 16, 1883, when the civil-service act went into effect, down to December 1, 1885, when he went out of office, thus covering a period of two years, four months and fifteen days. During one year three months and fifteen days of that period the Federal administration was republican and there was no notice of a change of administration. But in November, 1881, the democratic party carried the election. Democratic applicants under the civil-service law had a right, therefore, to feel more encouraged to enter the examinations, as General Huidekoper remained in office about thirteen months after the election of President Cleveland. General Huidekoper, too, was regarded as a civil-service reformer (and, mark me, I do not say that he was not, but I find it necessary to refer to the fact), and his retention on that account, among others, was asked for by several estimable citizens. Yet, notwithstanding all these facts to encourage democratic applicants, out of the 203 appointments thus made by him but 5 were democrats, one of them a minor at the time, and the democracy of some of the other 4 not very pronounced, certainly not until after the change of administration. One of them had contributed to the republican campaign fund of 1884. I had not inquired into these matters until some time after the publication of the communication of November 9, 1886, when Philip C. Garrett, esq., W. W. Montgomery, esq., and others called and seemed to attach so much importance to the fact that an overwhelming majority of my appointees were democrats. I then collected the information with the result above stated, and refer to it as illustrating how an 'overwhelming majority' of applicants and appointees are likely to be of the same political party as the administration in power.

"As to charge No. 5, appointments made by me have not been evenly distributed by election districts. In support of this denial, let me offer you a table showing that they have not thus been distributed, either accidentally or by design (although an even distribution or apportionment is expressly recognized by the civil-service act,

and regulations), and also showing the list furnished by the association is accurate as to be utterly unreliable. The table, which, with the accompanying note, will show that the appointments made by me from the civil-service registers of eligibles were not distributed evenly over the different election districts of the city.

Ward.	Appointments actually made to November 1, 1886.	Appointments as reported by the civil-service reform association in letter of November 6, 1886.	Which are the following percentage of appointments actually made.	Democratic vote, 1886.	Total vote, 1886.	Population by census of 1880.	Population to each appointment actually made.	Population to each appointment, as reported by the civil-service reform association.
1	24	7	25	2,584	8,403	43,088	1,706	6,153
2	5	1	20	2,848	5,110	28,498	5,706	28,488
3	6	4	67	1,900	3,086	18,274	2,043	4,666
4	9	6	56	2,145	3,903	18,854	2,095	3,771
5	1	12	200	1,396	2,186	16,373	16,373	6,186
6	1	12	67	1,049	1,777	10,004	3,336	5,002
7	10	8	80	1,448	5,155	31,080	3,108	3,885
8	7	2	100	907	3,036	19,547	2,971	2,973
9	8	11	38	810	2,061	12,481	1,560	4,160
10	13	7	54	1,193	3,782	23,989	1,797	3,327
11	8	9	113	1,568	2,455	12,829	1,616	1,436
12	4	11	75	1,434	2,529	14,690	3,673	4,897
13	5	12	40	3,141	2,997	18,648	3,720	3,323
14	5	12	40	1,504	3,323	23,353	4,471	11,177
15	30	8	27	1,220	8,668	47,866	1,696	5,982
16	7	4	57	1,894	3,283	12,802	2,543	4,451
17	10	8	42	2,133	3,307	20,451	1,076	2,556
18	13	6	46	2,212	6,170	26,358	3,258	4,893
19	7	11	157	3,001	6,789	43,887	6,270	3,990
20	14	11	93	3,008	7,925	43,297	3,088	3,324
21	16	14	48	1,570	4,002	19,690	1,281	1,407
22	0	4	45	1,858	6,720	31,798	3,532	7,930
23	6	7	117	1,909	5,523	26,854	4,444	3,809
24	26	10	36	3,324	8,708	46,071	1,645	4,807
25	12	1	25	3,324	7,779	36,108	3,068	12,036
26	21	11	53	2,420	6,820	35,138	1,673	3,194
27	4	1	25	1,047	3,817	23,323	5,833	23,333
28	13	7	54	2,473	7,678	34,443	2,650	4,920
29	26	9	83	2,775	7,945	40,787	1,566	4,532
30	9	1	11	1,733	5,009	26,096	3,283	29,096
31	8	4	50	1,989	5,808	31,308	3,914	7,827
Total	350	183		64,000	157,835	847,190		
Average			52				2,421	4,629

In addition to the above appointments, there were five others prior to November 1, 1886, whose names were appointed did not reside in Philadelphia at all, viz. Joseph B. Parker, Camden, N. J.; Clinton, Couchonouken, Pa.; Aaron Manderbach, Ambler, Pa.; David P. Hanna, Lock, Pa.; Edward L. Neiman, Norristown, Pa. A complete list of the 350 appointees residing in Philadelphia, together with the 5 non-resident appointees, is herewith furnished the commission. It gives the full names and residences of all appointees as distributed by wards, so that the list in the above table may be fully verified.

—The list furnished by the association is still further inaccurate in the following respects: It contains the names of 12 persons who were not in the employ of this postoffice at all, as fol-

John Myers.	John Tobin.	William Flanagan.	Michael Gormley.
Borbridge.	Frank McCauley.	Michael McGinley.	John Kelley.
Kleinfelder.	Joseph A. Gillespie.	Michael Quin.	James McDermott.

It contains the names of 13 other persons who filled positions excepted from the operation of the civil-service law, as follows:

John Abbott.	William Campbell.	Stephen J. Huber.	Charles E. Tipton.
John Hill.	James Nece.	Thomas O'Gorman.	M. F. Magee.
John Given.	Joseph I. Gilbert.	John B. Comber.	Maurice C. Walsh.

It contains the names of 6 persons improperly located by wards, as follows:

John E. Tipton lives in the twenty-sixth ward, not in the second ward.
 Michael Nece lives in the thirtieth ward, not in the twenty-ninth ward.
 John Doyle lives in the thirtieth ward, not in the twenty-ninth ward.
 John C. Walsh lives in the thirtieth ward, not in the twenty-ninth ward.
 John Dowd lives in the thirtieth ward, not in the twenty-ninth ward.
 John Callahan lives in the thirtieth ward, not in the twenty-ninth ward.

It contains, by actual count, but 183 names, instead of 181, as stated in the letter of November 2, 1886, as there had been 350 appointments actually made at that time of persons residing in Phila-

"From the foregoing it will be seen that the appointments made by me range all the way from 1 for 1,596 inhabitants in one ward down to 1 for 16,372 inhabitants in another ward.

"If an even distribution meant an equal number to each ward, as was stated by R. Francis Wood, esq., in his testimony in behalf of the association, then the figures as taken from the list of appointments actually made clearly show that the association was mistaken, thus—

"There is 1 ward with 1 appointment.

"There is 1 ward with 3 appointments.

"There are 2 wards with 4 appointments each.

"There are 3 wards with 5 appointments each.

"There are 2 wards with 6 appointments each.

"There are 3 wards with 7 appointments each.

"There are 3 wards with 8 appointments each.

"There are 3 wards with 9 appointments each.

"There is 1 ward with 10 appointments.

"There is 1 ward with 12 appointments.

"There are 3 wards with 13 appointments each.

"There is 1 ward with 14 appointments.

"There is 1 ward with 16 appointments.

"There is 1 ward with 19 appointments.

"There is 1 ward with 21 appointments.

"There is 1 ward with 24 appointments.

"There is 1 ward with 26 appointments.

"There is 1 ward with 28 appointments.

"There is 1 ward with 30 appointments.

"Even accepting the list furnished by the association as correct and using its own figures, the association's statement is grossly inaccurate, thus—

"There are 3 wards with 1 appointment each.

"There are 4 wards with 2 appointments each.

"There are 3 wards with 3 appointments each.

"There are 4 wards with 4 appointments each.

"There is 1 ward with 5 appointments.

"There is 1 ward with 6 appointments.

"There are 5 wards with 7 appointments each.

"There are 3 wards with 8 appointments each.

"There are 2 wards with 9 appointments each.

"There is 1 ward with 10 appointments.

"There are 2 wards with 11 appointments each.

"There is 1 ward with 13 appointments.

"There is 1 ward with 14 appointments.

"Surely the above (taking either list) does not show an even distribution of appointments, whether according to population or by wards; and the association must have been mistaken in the assertion that the appointments had been 'distributed evenly over the different election districts of the city.'

"Let me also offer you a complete list of the 350 appointees residing in Philadelphia, together with 5 non-resident appointees. This list gives the full names and residences of the appointees by wards, so that the figures used in Exhibit A may be fully verified. [See Exhibit A at end of Mr. Harrity's statement.]

"As to charge No. 8, I do not recall but two instances that would even give color to such a statement as is made. In one case, that of an employé who filled a confessedly excepted position, the employé in question asked me if there had been any charges made against him, to which I replied, as I distinctly recollect, 'None affecting your intelligence or integrity.' There had been complaints made against him because of his abrupt and rude manner to the public with whom he had to deal. I did not think it necessary to inform him of that, because my chief reason for his removal was that he held one of the most responsible excepted positions in the office, and I felt it to be my duty to have some one in the position whom I knew, and in whom I had entire confidence. In another case, an employé, who had been removed for good reasons, having returned to the office to get some things belonging to him, asked me on the floor of the office why I removed him, when I replied, 'Because I thought proper to do so.' These interviews, together with very many others that never took place, were published in exaggerated and misrepresented shape in some of the partisan newspapers at the time.

"As to charge No. 9 I respectfully refer you to my reply to charge No. 4. I might add that in the list of appointees you will observe that Samuel McLaughlin is conceded to be a republican. He was the highest man upon the register of eligibles for appointment as letter-carrier, and was the first appointment made by me, although I had never seen him prior to his appointment so far as I can recall. He was a bright, intelligent, and well-informed man, and gave promise of being a most excellent car-

it after being some months in the service he, in a moment of weakness, got ch under the influence of liquor while on duty, scattered his mail on the side-d was taken to the station-house by police officers. He was an entire stranger his name came regularly by certification, and I appointed him; he was found epublican in politics after inquiry by the civil-service reform association, not dispute the statement; he got drunk upon duty, when lo, and behold! diately became, according to some partisan republican newspapers, 'one of ter Harrity's drunken democratic letter-carriers.' This occurred while the ion of postoffice inspectors were engaged in their investigation here, and I t as an illustration of how unfairly some newspapers have acted, for the pur- reating a prejudice against the administration of the office.

ying to the second branch or division of your question, which requests in- n concerning appointments, etc., made in this office, I have to say that the rce employed here consists of 915 employés, comprising 427 clerks (including gents), and 488 carriers. That was the total number on March 1, 1887. On er 1, 1885, when I entered upon my duties as postmaster, there were 837 em- tached to the office. The greater part of the increased force is made up of

he force now employed here, I have appointed 52 persons in all as excepted, e provision of Rule XIX, from the operations of the civil-service law. The l appointees, by divisions, are as follows:

1 the executive division, consisting of 11 employés, there are 7 excepted ap- , viz, assistant postmaster, secretary to the postmaster, cashier, assistant stock clerk, and 2 watchmen.

1 the mailing division, consisting of 120 employés, there are 5 excepted ap- , viz, stenographer, 3 weighers of second-class matter, and 1 watchman.

1 the foreign-mail division, consisting of 4 employés, there is no excepted ap-

1 the registry division, consisting of 23 employés, there are 3 excepted ap- , viz, superintendent and 2 watchmen.

1 the city-delivery division, consisting of 100 employés, there are 2 excepted es, viz, night superintendent and 1 watchman.

1 the box division, consisting of 18 employés, there is 1 excepted appointee, stant cashier for box division.

1 the stamp division, consisting of 8 employés, there are all excepted ap- , all of them being engaged in the sale of stamps.

1 the general-delivery division, consisting of 12 employés, there is 1 excepted e, viz, superintendent.

1 the inquiry division, consisting of 4 employés, there is no excepted ap-

In the money-order division, consisting of 12 employés, there are 10 excepted es, viz, superintendent, assistant superintendent and paying-teller, receiving ing teller of international orders, receiving teller of postal-notes, receiving domestic orders, assistant receiving teller of international orders, 2 assistant tellers of domestic orders, examining clerk, and messenger. The gross re- of this division during the last year were \$3,969,269.73.

In the division of stations, consisting of 40 employés, where changes of su- dents have been made, they have been regarded as excepted. There have uch changes. All the other employés have been regarded as within the clas- vil-service. There are 28 stations and 2 substations attached to the central

f the clerks employed in the office are engaged at work incident to their re- divisions.

onnection with the appointment to excepted places in the money-order divis- hich official attention has already been at least twice invited prior to this eem it proper to call your attention to some correspondence upon the sub- ee copies of letters attached to this statement and marked Exhibits B, C, D, , which I ask shall be considered as part of my statement.] I ought to add action in the matter has never yet been overruled or disapproved by either -Service Commission or by the Postoffice Department.

re 422 appointments made by me from the registers of eligibles, as stated in t furnished by the secretary of the local board of examiners, 322 are now in ce holding permanent positions, 136 as clerks, and 186 as carriers. Of the g 100 appointees over half are upon the lists of substitutes on duty at this l the stations connected therewith. The others, clerks and carriers, have elined appointment, resigned after appointment, been appointed perma- d then resigned, etc.

re 322 permanent appointments thus made, about 70 were original appoint- , places within the classified civil-service, about 71 were made to succeed ho resigned or died, and the remainder to succeed those who were removed

from the service for various causes. All of such appointments have been made from the register of eligibles, as duly certified.

"The practice in this office is first to appoint as substitute clerk or substitute carrier, and afterwards to make permanent appointments from the list of substitutes, having due regard for the order of their original appointment, their aptitude, their interest in the work, etc.

"Of the 837 employes that were in the service, but 32 have been removed up to this time who had passed a civil-service examination. Of this number 11 were clerks and 21 were carriers.

"Replying to the third branch or division of your question, which asks me to make reply to a communication which charges that the employes of this office were assessed for political purposes during the late political campaign, and that such employes as refused to pay the assessment were required to do so by having a reduction made from their salaries, I desire to say that such charge is absolutely untrue. I did not use my official authority or influence either to coerce the political action of any employe or to secure any political assessment or contribution from him. Neither did I ask, demand, solicit, or receive any such political assessment or contribution; nor did any one for me or on my behalf. In fact, as very many people in this city know, I took very little interest in the late municipal campaign for the election of the ticket nominated by the party of which I am a member. I have no doubt, in fact I have reason to know, that very many of the employes, both democrats and republicans, contributed to the campaign fund of their respective parties; but their contributions were voluntary as far as I know. I ought to state in addition that I have reason to believe that there were many, probably hundreds, of the employes, both democrats and republicans, who did not contribute at all. Not one of them was ever called to account, criticised, or prejudiced for his failure to contribute; nor was any employe ever spoken to upon the subject.

"The statement in the letter that the alleged deduction for political assessments is termed 'insurance' is new and somewhat amusing. I never even heard it used in connection with such a subject until it was read by you from the Hubbard letter. Referring to the communication which contains the charge, and which you have handed me, let me draw your attention to the fact that the writer of it signs himself 'William St. Jno. Hubbard,' but fails to give any definite address or other information that will enable either your commission, the association, or myself to locate or identify him. No such name appears in any Philadelphia City Directory for many years past. It is really no better than an anonymous communication where the writer gives a fictitious name, as he evidently has done in this instance. The charge is even less responsibly made than those contained in the letter of the association dated November 9, 1886. The insinuation contained in the Hubbard letter that the Rev. Father Barry, 'an up-town priest,' as he terms him, secured, or in any way aided in securing, illegal appointments, and the suggestion that he be called as a witness, are worthy of the individual that falsely makes such charges, and while doing so skulks behind or under a fictitious signature. To put it very mildly, the association has hardly been considerate or fair to Rev. Father Barry or to me in fathering such a charge by reporting it to you without verification or without offering a single particle of testimony in support of it. There is not a scintilla of evidence that inquiry was ever made that such a person as 'William St. Jno. Hubbard' exists at all.

"The Hubbard communication is on a par with many of the anonymous communications which the commission of postoffice inspectors that visited this city in September last received, with the misrepresentations made in some newspapers, and with many anonymous communications which your commission has received since you came here. They were intended to excite race and religious as well as political prejudice against the administration of this office. This is a matter of which I have not publicly complained, but I have had a great deal of it to contend against. Judging the future by the past, I presume that I may expect to continue to have it to contend against; but while I am here I propose to go ahead discharging my duty and observing the law; and I certainly shall not be deterred, nor even be made to feel uncomfortable, by reason of the cowardly conduct of those who find it necessary to take refuge behind fictitious names or anonymous correspondence. However, your concern is perhaps more properly with the accuracy of the statement rather than as to how or by whom it is made. As to that, let me say that the charge, so far as it relates to the Rev. Father Barry or myself, is unqualifiedly and absolutely false in each and every particular.

"Exhibit A consists of a complete list of the 350 appointees residing in Philadelphia, together with 5 non-resident appointees. The list gives the full names and the residences of the appointees by wards, so that the figures used may be fully verified."

ice appointments to November 1, 1886, apportioned by wards, for use of Civil-Service Commission.

Wards.	Appoint-ments.	Wards.	Appoint-ments.
.....	24	19.....	7
.....	5	20.....	14
.....	6	21.....	16
.....	9	22.....	9
.....	1	23.....	6
.....	3	24.....	28
.....	10	25.....	12
.....	7	26.....	21
.....	8	27.....	4
.....	13	28.....	13
.....	8	29.....	26
.....	4	30.....	9
.....	5	31.....	8
.....	5		
.....	30		350
.....	7	Miscellaneous locations.....	5
.....	19		
.....	13	Total	355

Name.	Residence.	Name.	Address.
<i>First ward.</i>		<i>Fifth ward.</i>	
David	712 Upper Medina.	Keenan, James A.....	333 Gaskill.
John J.....	846 Linard.	<i>Sixth ward.</i>	
Phillip J.....	121 Morris.	Cavanagh, John J.....	509 Cresson.
Muel P.....	1030 Watkin.	Turner, John A.....	147 North Second.
William.....	525 Dickinson.	Myers, Harry E.....	304 Neville Place.
Geo. W., jr.....	149 Morris.	<i>Seventh ward.</i>	
George D.....	2 Navy.	Cremen, John J.....	422 South Tenth.
on, James F.....	938 Fernon.	Dooley, Michael J.....	332 Dean.
in J.....	1337 Rye.	Farrell, John	2529 Lombard.
Thomas.....	1410 Raggio.	Henry, Walter F.....	510 South T w e n t y -
ward S.....	1636 South Seventh.		fourth.
est.....	719 Medina.	Sahling, Charles J.....	528 South Thirteenth.
Joseph.....	709 McKean.	Burnes, Joseph.....	2514 Naudain.
omas C.....	1421 Passyunk avenue.	Cunney, Edward A.....	509 South T w e n t y -
arl B., jr.....	1813 South Second.		Second.
Alexander R....	407 Dickinson.	Donnelly, Michael A.....	2410 Pine.
try A.....	708 Tasker.	West, Harry G.....	2116 Pine.
Joseph, jr.....	1436 South Fifth.	Bradley, Thomas.....	1705 Addison.
John B.....	617 Mercy.	<i>Eighth ward.</i>	
ward J.....	1710 South Tenth.	Brophy, John A.....	1507 Locust.
John.....	517 Cantrell.	Fox, Peter P.....	2229 Spruce.
J.....	523 Winton.	Glackens, Cheston M....	104 South T w e n t y -
Joseph P.....	948 Winton.		second.
James F.....	1166 South Tenth.	McConomy, John F.....	251 South T w e n t y -
<i>Second ward.</i>			third.
Francis X.....	910 South Eighth.	Manasse, Sam'l.....	229 South Ninth.
William H.....	615 Wharton.	Reilly, Edward.....	1223 Locust.
omas W.....	1000 South Eleventh.	Fitzpatrick, Peter A.....	1911 Rittenhouse.
Geo. C.....	1126 South Tenth.	<i>Ninth ward.</i>	
es A.....	1204 Everett.	Conner, John.....	45 Fayette.
<i>Third ward.</i>		Dougherty, Eneas.....	1501 Filbert.
Charles T.....	1221 Christian.	McGeoy, Edward S.....	42 North Sixteenth.
Edward.....	717 Clinton.	McCaffrey, Edward J....	2112 Cuthbert.
Daniel J.....	811 Lebanon.	McLaughlin, Joseph F...	2041 Cuthbert.
Philip J.....	743 South Ninth.	Cavanagh, Robt.....	2 Harberger Place.
ohn J.....	518 Catharine.	Billwoar, Geo. E.....	2124 Market.
eph B.....	725 Clymer.	Evans, Charles W.....	2226 Market.
<i>Fourth ward.</i>		<i>Tenth ward.</i>	
ohn H.....	722 South Eighth.	Botto, Joseph.....	1136 Race.
gh J.....	731 South Ninth.	Creamer, William H.....	231 North Sixteenth.
Alexander...	410 Bainbridge (rear).	Marrington, Michael, jr..	251 North Thirteenth.
Larry.....	616 South Eighth.	Halpin, Frank J.....	1706 Summer.
ames H.....	9 Lindsey avenue.	O'Sullivan, James.....	113 North Broad.
hn J.....	707 South Third.		
Charles A.....	617 South Second.		
Thomas H.....	716 Bainbridge.		
Thas, D. P.....	1231 Fitzwater.		

Civil service appointments to November 1, 1886, etc.—Continued.

Name.	Residence.	Name.	Residence.
Tenth ward—Cont'd.		Sixteenth ward.	
Shoehan, John F.	1512 Sumner.	Crockett, Philip H.	918 North Front.
Wilkinson, Alfred D.	222 Franklin.	Horan, Patrick F.	1131 Hancock.
Colbert, John F.	306 North Twenty-first.	Kennedy, James J.	16 Otter.
Shovert, Theo. F.	1222 Monterey.	O'Hara, Thomas, jr.	928 Beach.
Dewart, William L.	2040 Cherry.	Walls, John.	123 Chesapeake.
Power, Maurice H.	2022 Vine.	Glennings, Michael.	28 Laurel.
Dolphin, Peter H.	2329 Race.	Schoales, Daniel J.	238 Poplar.
Sloan, Miss Jesse C.	923 Arch.		
Eleventh ward.		Seventeenth ward.	
Baker, Albert P.	131 Onna.	Barry, Maurice F.	1327 North Second.
Pleibel, Albert L.	614 North Second.	Buckborn, Emil.	414 Jefferson.
Soeffling, Charles.	727 Saint John.	Bowe, Edward J.	1412 Cadwalader.
Strehl, Frank A., jr.	705 Brook.	Felder, Frederick.	1533 Germantown av.
Spalth, George J.	146 Fairmount avenue.	Johnson, William.	1401 North Second.
Moran, Martin.	706 New Market.	Mihm, Edward.	1413 Randolph.
Knoblauch, Joseph.	834 North Second.	Mullen, Michael F.	324 Master.
Walsh, Michael.	Southwest corner New Market and Brown.	Wister, Joseph B.	228 Thompson.
Twelfth ward.		Buck, Joseph W.	1512 Melo.
Kelly, Martin E.	511 Wood.	Smith, Joseph J.	1412 Hancock.
Landkron, Chas.	343 Julianna.	Minton, Andrew A.	524 Master.
McCann, Felix.	856 McGrath.	Mulligan, Andrew J.	1234 Master.
Michalsen, Louis C.	241 Fairmount avenue.	Bange, Frederick.	529 Columbia avenue.
Thirteenth ward.		Miller, Robert W.	1219 North Sixth.
Best, London E.	846 North Eighth.	Newgarden, Charles.	1217 North Sixth.
Fritz, Wm. A.	446 North Sixth.	McGurk, William J.	1209 North Fifth.
Loebiens, Gustav F.	817 Depot.	Newgarden, George.	1217 North Sixth.
Reichell, Chas. F.	821 Nectarine.	Ashdale, Joseph.	1423 Philip.
Kehn, John.	828 North Sixth.	Volrath, Herman.	1506 North Fifteenth.
Fourteenth ward.		Eighteenth ward.	
Carroll, Wm. J.	1229 Olive.	Albertson, Marmaduke.	1414 Otis.
Fay, Francis B.	512 Enquirer.	Nauman, Herman F.	1226 Vienna.
Saxton, Washington.	1026 Vernon.	Philips, Samuel S.	1035 Vienna.
Howers, George M.	1026 Poplar.	Paxson, John R.	418 Richmond.
Fraser, Robert.	711 North Thirteenth.	Walton, Lewis.	1249 Palmer.
Fifteenth ward.		Gillies, Edward H.	2724 East Cumberland.
Braceland, Francis P. ...	1743 Pearl.	Hart, William H.	1129 Crease.
Cloak, Sam'l F.	631 Perkiomen.	Vaughn, William H.	1126 Collier.
Gowen, Miles J.	730 Bellevue.	Bannon, James P.	2539 Salmon.
Harp, Harry S.	1520 Barclay.	McNally, Peter J.	2707 East Cumberland.
Logue, Edward J.	808 North Eighteenth.	Goodwin, Charles C.	1104 Beach.
McIlenny, Wm. R.	1530 Carlton.	Cuthbert, John S.	1200 Beach.
O'Brien, John F.	2207 Callowhill.	Schlamer, Shannon.	158 Richmond.
Ward, Thomas J.	403 North Twenty-fourth.	Nineteenth ward.	
McBlain, David L.	2340 Virginia.	Higley, James C.	240 Columbia avenue.
McGowan, Lawrence J. ...	412 North Twenty-second.	Ertlinger, Henry O.	410 Diamond.
Muhloen, Edward.	3413 Perot.	Hagan, Michael W.	2553 North Front.
Kelly John A.	879 North Twenty-eighth.	Lynch, Harry E.	2349 Marshall.
O'Leary, Jeremiah F. ...	1721 Carlton.	McDonough, Edward, jr.	2334 Hope.
Itosa, Thomas F.	1621 Olive.	Murphy, John F.	186 West Dauphin.
Munce, John L.	729 North Twenty-sixth.	Costello, James J.	2453 Howard.
Christman, Frederick J. ...	1531 Spring Garden.	Twentieth ward.	
Power, William.	2514 Continental ave.	Carr, Peter B.	1881 North Eleventh.
Gabryelewicz, Faustyn J. ...	720 North Broad.	Dalla, Peter J.	1437 Alder.
Fitzpatrick, Thomas A. ...	1822 Poplar.	Moore, Joseph F.	1212 North Eleventh.
O'Hara, William A.	1832 Wylie.	McClosky, John.	1230 Darion.
Reeves, Richard D.	1711 Wallace.	Mickel, Frederick.	924 Warnock.
Kilpatrick, Louis P.	2025 Vine.	McVey, Franklin E.	1211 Heath.
Dormer, Michael J.	1915 Callowhill.	Ryan, John P.	1724 Alder.
McGrath, Thomas J.	1939 Buttonwood.	Sperry, George W.	1331 North Eleventh.
Gallagher, John J.	302 North Twentieth.	Dellow, George, jr.	1948 North Tenth.
Amoro, Joseph F.	2223 Virginia.	Brandle, George.	904 Susquehanna ave.
Papp, Albert.	2508 Fairmount ave.	Marks, Frank.	1756 Alder.
Evans, George S.	2708 Swain.	Fitzpatrick, Arthur F. ...	961 Hutchinson.
Donnelly, William J.	2434 Meredith.	Gallery, James E.	2169 North Eighth.
Tiedeken, Theodore.	1732 Grove.	Doran, Joseph.	1245 Mervine.
		Twenty-first ward.	
		Boehan, Hugh F.	122 Penn, Maryland.
		Boyle, John F.	4315 Crossen, Mass.
		Gallagher, James T.	144 Mechanics, Mass.

il-service appointments to November 1, 1886, etc.—Continued.

	Residence.	Name.	Residence.
l—Con-		<i>Twenty-fourth ward—Continued.</i>	
.....	115 Robison, Manayunk.	Orr, John D	3728 Centre.
A.....	4249 Main, Manayunk.	Reif, John F.....	4703 Poplar.
.....	4228 Cresson, Manayunk.	<i>Twenty-fifth ward.</i>	
.....	4061 Main, Manayunk.	Cassin, Wm. S.....	Northwest Fifteenth and Howard, Nicetown.
.....	Manayunk avenue, below Cedar.	Ford, James W.....	2829 Almond.
.....	4153 Cresson, Manayunk.	Madden, Michael J.....	2840 Salmon.
od P...	4338 Belair, Manayunk.	Nathans, John J.....	2703 William.
.....	104 Mechanic, Manayunk.	Gerhart, Edwin W.....	2838 North Front.
W.....	Andora.	Glacken, James C.....	3138 Kensington.
.....	4666 Jackson, Manayunk.	Ratigan, Thomas P.....	2800 Salmon.
F.....	Manayunk.	Dames, Thomas A.....	1117 Neff.
J.....	260 Levering, Manayunk.	Hergesheimer, John I...	4015 Germantown ave.
.....	137 Grape, Manayunk.	Federal, Benedict J.....	2930 Korer.
ard.		Vandergrift, William H..	4762 Garden, Bridesburg.
.....		McGowan, Joseph.....	2220 Richmond.
.....		<i>Twenty-sixth ward.</i>	
.....	Green and Penn, G't'n.	Carney, James A., jr....	911 Lafayette.
.....	Springfield avenue, Chestnut Hill.	Gillen, James A.....	1250 South Eighteenth.
m R...	71 Haines, G't'n.	Guyon, William F.....	1321 Austin.
.....	16 Mellon, Mt. Airy, G't'n.	Kenny, Peter H.....	2329 Federal.
.....	5485 Crowson, G't'n.	Martin, Francis A.....	1941 Wharton.
.....	13 Franklin, G't'n.	O'Neill, Hugh F.....	1241 Mosley.
A.....	Mechlin, West Boynton, G't'n.	Schaeffer, F. Albert.....	1405 South Juniper.
J.....	7 Manheim avenue, G't'n.	Sproat, William T.....	1620 Chadwick.
B.....	Wissahickon avenue, G't'n.	Tighe, Thomas F.....	1401 South Fifteenth.
ard.		Connell, Charles.....	1337 Clarion.
.....		Frazier, Harry A.....	1517 South Thirteenth.
.....	4422 Leiper, Frankford.	Boyce, Thomas C.....	1325 Bancroft.
.....	45 Church, Frankford.	Wiltbank, Rutledge T...	1618 Pallas.
I.....	Bustleton, Frankford.	Sullivan, Joseph C.....	1153 South Fifteenth.
ew S...	4709 Leshar, Frankford.	Du Bois, Archibald A...	1625 South Juniper.
I.....	4900 Penn, Frankford.	Martin, Charles F. W....	1417 South Thirteenth.
.....	39 Church, Frankford.	Thomas, John J.....	1169 South Tenth.
oard.		Hudome, Amedee T.....	1424 Bancroft.
ge H...	318 Bell.	Dunn, William F.....	1010 Sanderson.
M.....	3832 Rockland.	Neeson, William J.....	1316 Lingo.
.....	4047 Market.	Porter, Alexander, jr....	1715 Ellsworth.
.....	47 North Fortieth.	<i>Twenty-seventh ward.</i>	
.....	332 North Forty-first.	Magee, John A.....	3602 Market.
.....	636 Wyoming.	Quinn, Richard F.....	3341 Woodland avenue.
.....	671 North Thirty-fifth.	Runske, Alfred E.....	3302 Market.
F.....	419 North Sixty-fourth.	Urian, Charles A.....	Sixty-eighth and Buckingham.
ard, jr.	1026 Markoe.	<i>Twenty-eighth ward.</i>	
.....	62 State.	Bilhartz, Albert J.....	2327 North Tenth.
.....	3948 Lancaster avenue.	Coneen, Frank P.....	1835 Woodstock.
.....	5148 Lancaster avenue.	Carroll, John B.....	Central, Laurel Hill.
.....	871 North Forty-second.	Flint, Harry M. E.....	1140 Nevada.
.....	413 North Fortieth.	Flood, Edward H., jr....	2110 Uber Place.
.....	3810 Aspen.	Holby, Richard H.....	2408 Warnock.
H.....	660 North Thirty-ninth.	Lawler, James C.....	Dunsen street (Falls).
.....	66 North Thirty-ninth.	Megee, George P.....	1843 North Thirteenth.
.....	23 North Forty-first.	Vinen, George W.....	2007 Berk.
.....	45 State.	Gensbauer, Charles.....	1113 Allegheny avenue.
.....	714 North Fortieth.	Banes, George H.....	2266 North Fifteenth.
.....	54 North Thirty-sixth.	Carswell, Harry W.....	2703 Scott.
E.....	4903 Girard avenue.	Robison, David D.....	2146 North Thirteenth.
.....	3616 Lancaster avenue.	<i>Twenty-ninth ward.</i>	
.....	3819 Mount Vernon.	Boggs, Joseph C.....	2005 Nicholas street.
.....	661 North Forty-first.	Collins, Edward F.....	1941 Sharswood.
.....	3902 Powelton avenue.	Donnelly, James F.....	1728 Seybert.
		Doyle, Gerald A.....	1317 North Seventeenth.
		Heron, James A.....	1257 North Fifteenth.
		Kearney, Joseph F.....	1231 North Sixteenth.
		Lanning, Edward C.....	1605 Thompson.
		Malone, Martin W.....	1726 Seybert.

Civil-service appointments to November 1, 1886, etc.—Continued.

Name.	Residence.	Name.	Residence.
Twenty-ninth ward—Continued.		Thirtieth ward—Cont'd.	
Morrisay, John J.....	1603 Thompson.	O'Callaghan, Harry A ...	2422 Catherine.
Rogers, John	2637 Girard avenue.	Dowd, Thomas	1002 Dorrance.
Majtheny, Theodore.....	2925 Walter.	Reilly, James F	2217 Carpenter.
Warren, Hiram H	1538 Garnet.	Hagan, John C	1625 Kater.
Boyd, George B. M	1725 North Sixteenth.	Doyle, William J	768 South Sixteenth.
Kite, William L	1929 Master.	Snyder, William J	1512 South.
Krein, Theodore.....	1641 Bailey.	Thirty-first ward.	
McDevitt, James B., jr ..	1933 Columbia avenue.	Farley, John J	2658 Memphis.
McDermott, Charles A ..	1458 Marston.	Grim, Benjamin F	2617 Memphis.
McEntee, Thomas P.....	2330 Master.	Parr, George F.....	2511 Emerald.
Knipe, William J.....	2328 Bolton.	Ryan, Francis X.....	2407 East Cumberland.
Fay, Arthur J.....	1712 Cambridge.	Daily, Edward J.....	2657 East Norria.
Neely, Edward H.....	1521 North Twenty-third.	Dunaway, John J	2005 East Cumberland.
Hess, James E.....	1529 Garnet.	Thompson, Thomas A ...	1426 Germantown ave.
Campbell, John.....	1725 Seybert.	Wood, Philip B.....	2556 Gaul.
Stein, Benjamin E	2513 Stewart.	Miscellaneous.	
Muldowney, William	2703 Poplar.	Forker, Joseph B.....	Camden, N. J.
Harwood, Miss Mary D..	1505 North Seventeenth.	Clinton, Thomas	W. Conshohocken, Pa.
Thirtieth ward.		Manderbach, Aaron	Ambler, Mont. Co., Pa.
Connellan, Thomas J....	1013 South Nineteenth.	Hanna, David P	Lock Haven, Pa.
Maloney, Abraham B....	1507 Carpenter.	Neuman, Edwin L.....	Box 227, Norristown, Pa.
Nugent, John T., jr.....	2537 Christian.		

[Exhibit B.]

LAW OFFICE OF WM. HERBERT WASHINGTON,
No. 224 S. Fourth St.

WILLIAM F. HARRITY, Esq.,
Postmaster of Philadelphia :

DEAR SIR: A letter from the civil-service reform association of Philadelphia, to Mr. Eaton, of which we inclose you a copy, explains itself. It relates to removals in the money-order department, replaced by Messrs. Campbell and Tipton. You will observe that it is our desire to obtain the construction of the commission upon all such cases, not to draw attention to the conduct of your office, as to which we have no criticism to make. If sending you this copy be any recognition of the courtesy shown us by you when we met you on this subject, we beg that you will so regard it.

Yours, very truly,

W. W. MONTGOMERY,
W. HERBERT WASHINGTON,
Special Com. of the Civil-Ser. Reform Ass'n of Phila.

PHILADELPHIA, PA., February 24, 1886.

[Exhibit C.]

PHILADELPHIA, February 15, 1886.

DEAR SIR: The attention of our association has been called to a removal in the money-order department of the postoffice of Philadelphia. The present incumbent, Mr. William F. Harrity, dismissed an employ  of that department and replaced him under the sanction of the department at Washington with a man who had not been certified under the United States civil-service laws. Inquiry from William F. Harrity elicited the view that the employ es of that department are not subject to the examination under the civil-service rules. His opinion is based upon his construction of Rule XIX of the civil-service rules, as exempting from examination all employ es in the money-order department of postoffices. That this construction was made in entire good faith, and with every desire to execute the civil-service laws, we have no doubt. But there is a serious doubt in the minds of members of this association as to whether or no it is correct. The construction of Rule XIX affects so many employ es of the Postoffice Department, that it may be worth while to call the subject to the attention of the Civil-Service Commission. This is done, as has been intimated, with

t the slightest intention to criticise either the action of the postmaster of Philadelphia or the character of the employé in question.

Rule XIX exempts from examination eight classes of servants. Mr. Harrity regards his appointee as falling within the fifth class under the construction that every employé in the money-order department is a teller. The question, therefore, is whether this department of our postoffice employs other than assistant cashiers or tellers. Our association regards this question as a doubtful one, not only on account of the ordinary significance of the words "assistant cashier and teller," but because of the grammatical construction of the context of the rule itself.

We desire to submit the subject to your commission.

WM. W. MONTGOMERY,
WM. HERBERT WASHINGTON,
Special Committee.

Hon. DORMAN B. EATON.

[Exhibit D.]

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., February 26, 1886.

SIR: This commission has instructed me to say that its attention has been called to two late appointments in your office, that of Mr. William Campbell and that of Charles E. Tipton, as to which the suggestion has come that they could not be made except from among those who have passed the civil-service examinations.

It was thought best and most just to you to bring the matter directly to your notice. The statements made to the commission are to the effect that you hold every place in the money-order department to be excepted under rule 19.

It will therefore thank you to state what are the exact duties of those two appointees, and perhaps you will add, if you have treated them as excepted under what rule, the view of its construction upon which you have acted.

This will enable the commission to act intelligently in the matter, if it shall appear to need any further attention on its part.

And I am your obedient servant,

R. D. GRAHAM,
Secretary.
Per J. T. DOYLE.

WILLIAM F. HARRITY, Esq.,
P. M., Phila., Pa.

[Exhibit E.]

To the UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.:

GENTLEMEN: In further reply to yours of the 26th ult., the receipt of which I made acknowledgment on the 1st inst., I desire to say that prior to entering upon my duties in this office, and for some time subsequent thereto, I did regard all of the places in the money-order department as excepted under the provisions of Rule XIX.

When the nominations of Messrs. William Campbell and Charles E. Tipton were made, reply was sent to me from the department at Washington that there was no objection to such appointments, providing they did not conflict with the civil-service law; to which I made response, on December 17, 1885, calling attention to the fact that the places in question were, as I had been informed and believed, "excepted from the operation of the civil-service law and rules, and that this construction had been, and is, acquiesced in and accepted by those connected with this office." There was no further communication from the department, and I naturally concluded that my view of the matter was the correct one, and that the places in question were excepted, and I had so regarded them.

About January 19, 1886, Mr. Commissioner Eaton did me the honor to call, when there was some conversation and discussion as to the character of places in postoffices which were excepted from the operation of the civil-service law. It was because of that conversation that I was, for the first time, led to doubt whether some of the positions in the money-order department were excepted; although the assistant postmaster here, Mr. Parker, who was present during the conversation, distinctly understood Mr. Eaton to mean and say that all of the places were excepted. It was subsequent to the interview with Mr. Eaton that a committee of the civil-service reform association of this city called upon me for information concerning the two positions

in question. With my recollection of the prior interview and with the doubt in my mind which it had raised, I am sure that I was careful not to say that *all* of the places were excepted—having in view, out of the ten places in that department, two that I thought might be considered as within the operation of the civil-service law, as explained by Mr. Eaton. These two positions are at present filled by ladies.

Now as to the duties of the two employes to whom your letter refers: It is the duty of Mr. Campbell (who was appointed as a clerk) to assist in opening the advice mail, casing the same for the paying tellers to examine, compare and cancel all orders and postal notes paid here; to attend to all correspondence in regard to lost or missing advices and to apply for renewals; to forward advices that may be improperly sent to this office; to apply for renewals of postal notes that may have expired from limitation; to keep a register of advices that have been on hand for one year, and to notify the proper postmaster; to assist the copying clerk in copying orders and postal notes; to copy the sheets of notes and orders; and to *assist and relieve in issuing postal notes*, especially during the necessary absence of the issuing clerk. Mr. Campbell is on duty from 7.45 a. m. until 7.30 p. m., and is obliged to assist as above indicated, in addition to performing his regular clerical work, because of the very limited clerical force, there being but ten employes in that department, in which during the last year the gross receipts were \$3,711,778.92.

Mr. Tipton was appointed and is officially designated as messenger, although, because of the inadequate number of clerks, as before stated, he is obliged to perform considerable clerical service of a miscellaneous character in addition to his ordinary duties. He is also called upon daily to assist and relieve Mr. Comber, the clerk who issues the money-orders. As messenger, Mr. Tipton daily carries money to and from bank. His hours are from about 7.30 a. m. to 7 p. m.

It seems to me that the duties of both these employes bring them clearly within the spirit, if not the letter, of exception five of Rule XIX. Besides, I understand that in all departments of the Government service the position of messenger is excepted. Mr. E. A. Barber, secretary of the local board of examiners, concurs in this view as to the position of messenger: I more than once spoke to him on the subject.

Trusting that the foregoing is responsive to your inquiry, and will be satisfactory, I am,

Very respectfully,

WILLIAM F. HARRITY,
Postmaster.

MARCH 20, 1886.

[Exhibit F.]

Extract from letter of William F. Harrity, postmaster at Philadelphia, Pa., to Hon. William F. Vilas, Postmaster-General, under date of October 18, 1886, in reply to report of commission of postoffice inspectors, which report had been transmitted to the postmaster by the Postmaster-General, with a letter of the latter accompanying it, requesting construction of the law as applied by me, etc.:

"The inspectors claim that seven of the ten appointees in the money-order division should have been taken from the civil-service list. The clerical force in this division consists of superintendent, assistant superintendent, and paying teller (domestic orders), assistant paying teller (domestic orders), paying and receiving teller (international orders), assistant paying teller and receiving teller (international orders), receiving teller (domestic orders), receiving and paying teller (postal notes), examining clerk, advice clerk, copying clerk, and messenger, assistant receiving teller (domestic orders). This is the organization of the office that I found here, and on April 13, 1886, when I recommended a revision and reduction of salaries for the purpose of providing additional help, that organization was approved by Dr. C. F. McDonald, superintendent of the money-order system, in his letter to this office. All of the tellers, receiving and paying, are clearly excepted under Rule XIX. As to the examining clerk and messenger, a special committee of the civil-service reform association of this city communicated with the Civil-Service Commission on February 15, 1886, and on February 20, 1886, the commission wrote me concerning these two positions *inter alia* as follows: 'It will therefore thank you to state what are the exact duties of these two appointees, and perhaps you will add if you have treated them as excepted under Rule XIX, the view of its construction upon which you have acted. This will enable the commission to act intelligently in the matter if it shall appear to need any further attention on its part.'

"On March 20, 1886, I wrote the commission at length upon the subject-matter of *its inquiry*, and, not having since heard from it, believed that it did not appear to the commission to need any further attention. I may be permitted to venture the prediction that the tellers in the money-order division of this office can not be reduced

from seven to two, and all the domestic and international money-orders and postal-notes issued and paid practically through one window, as the inspectors propose. In any event, if that division was organized when I came here, and that organization approved by the very efficient head of the money-order system of the country, with a superintendent and seven tellers, I respectfully submit that I was entirely justified in treating them as excepted places under the provisions of Rule XIX. If the plan recommended be adopted, and the duties of the employes be changed, then the application of the civil-service rules to such employes might be different. With some knowledge of its requirements, I do not believe the plan proposed for the money-order division of this office will ever be found practicable.

"The inspectors, on page 24 of their report, recommend that the postmaster be instructed that the excepted class in his office must fall as far below twenty persons as possible. There may be some charm or magic in the number 20, but the exceptions to the provisions of the civil-service law are founded upon reason and common sense, and are not restricted in 'number.' For instance, there are twenty-eight stations (practically independent postoffices) attached to this office because of the large extent of territory to be served. The superintendents of the stations are surely excepted. The inspectors make no question about those already changed. If so, then the number '20' is exceeded, without considering the executive division, the stamp division, etc.

"Believe me, I have endeavored to fairly construe and properly observe the civil-service rules and regulations, and I feel very keenly what I consider unnecessary and unjust insinuations or reflections.

"NOTE.—In the reply of the Postmaster-General no dissent was expressed to my construction of the rules as applied to the employes of the money-order division, nor has there been either formal approval or dissent since that time; but I have been reliably informed that my construction was subsequently verbally approved by the Postmaster-General."

W. F. H.

After Mr. Harrity's statement had been read, he was examined as follows:

Commissioner LYMAN. In your statement you say that the entire force employed in this office consists of 915 employes, comprising 427 clerks, including stamp agents, and 488 carriers. Will you state whether substitute clerks and substitute carriers are included in those numbers?

A. The figures given by me in my answer are those of permanent employes upon the official roster of the office, on file at Washington, whose nominations to permanent places have been approved by the first assistant postmaster-general, and are exclusive of the substitute carriers and special-delivery messengers that are attached to this office and the stations connected with it.

Q. Do I understand you, in that statement, to mean that the number of permanent employes in each class, as clerks and carriers, is fixed by the Postoffice Department?—

A. Yes, sir.

Q. And that you are restricted to the number designated by the department in each of these grades?—A. I am obliged to pay the employes upon the clerks' roll out of the allowance made by the Postoffice Department for clerk hire. I have had a reasonable discretion in the number in this respect, that where my allowance has been increased I have been at liberty to appoint clerks as the additional allowance would permit, and have been additionally restricted in this, that no employe is permitted to draw pay, nor would I receive credit for the payment to him, except after approval by the first assistant postmaster-general. Do I make myself clear?

Commissioner LYMAN. Yes, sir.

Mr. HARRITY (continuing). That is, in December last the allowance for clerk hire at this office was increased at the rate of \$12,000 per annum; that increased allowance taking effect on the 10th day of December, therefore leaving from the 10th of December to July 1, 1887, about six and two-thirds months of the fiscal year to which that money might be applied in payment of clerk hire, at the rate of \$12,000 per annum, which, therefore, made but \$6,666.66 available as additional money for the employment of clerks for the balance of this fiscal year.

Commissioner OBERLY. For additional clerks?

A. Yes, sir; additional clerks.

Commissioner LYMAN. I understand from this statement of yours that out of the six thousand and odd dollars which were available to you from the time of the increase until the end of the fiscal year you were allowed a discretion, within the limit of the appropriation, as to the number of persons to be employed, but that after you had agreed upon the number, the approval of the first assistant postmaster-general was required before you could receive credit for any disbursement of the money to pay these persons you desired to employ?

A. That is right. I may add, in further illustration, that upon that additional allowance being made, I then determined upon the clerks that were most needed for the work to be performed in the office. I had made a requisition as long prior as July

2, 1886, for 29 additional clerks. The postoffice inspectors that visited the office reported to the Postmaster-General that the actual needs of the office at the time, because of increased business, required the appointment of at least 27 additional clerks, and this allowance, which was all that was available, because of the limited appropriation for the year, permitted me to appoint but about half, or a small majority, of the clerks that were actually needed. It then devolved upon me, as the responsible head of the office, to determine which, of all that were needed, were most needed. Upon determining that, I made my recommendation to the Postoffice Department, and nominated appointees from the civil-service list to fill the new places thus created. These appointments were confirmed and approved by the Postoffice Department.

Q. Were these nominations made from among the substitutes then employed in the office, or were they taken from the list of eligibles on certification?—A. They were made from the substitutes that had been already in the service in the office, and who had been employed in the office, with or without pay, since the time of their appointment. For instance, on January 19 I made certain nominations and promotions, and after stating the name of the proposed permanent appointee, the position for which recommended, the employé whom he is to succeed, the salary recommended, and the date from which the appointment is to take effect, I then went on to explain the qualifications of the appointees. What I now read from a letter-book is an illustration of the method pursued here of making nominations. Wherever there was any excepted place there was no statement. In this instance Mr. Lowry and others were nominated, and I said of them in my letter to the department as follows:

"Mr. Lowry passed the civil-service examination on December 17, 1886. Since that time he has been constantly employed in the office, either with or without pay, and has rendered satisfactory service. Messrs. Cunney and Arnhold have both been in the service for some time, the first-named having been appointed a stamper November 14, 1886, and the last-named a stamper, on June 1, 1886, and promoted to a paper distributor August 18, 1886. They are both intelligent clerks, well qualified for the positions to which they have been promoted. Mr. Carr was appointed substitute clerk December 17, 1886, and has been employed in the office all of his time since that time, with or without pay. He passed the civil-service examination with an average of 89.9, and has been very attentive to his work, and promises to make a very efficient clerk. Mr. Smith has been appointed; and Messrs. Lanning and McDonald appointed to fill vacancies caused by the resignation of Thomas H. Jillard, who has been ill and unable to do any work for some time past. In Mr. Jillard's absence Mr. McDonald has ably filled his place, to which he is now promoted, and Mr. Lanning has filled Mr. McDonald's position, for which he is now recommended. Mr. Smith was appointed a substitute clerk on December 17, 1886, and has been in the office, with or without pay, continuously since then, and is well qualified for the position to which he has been appointed. Thomas M. Carlin passed the civil-service examination with an average of 92; was appointed a substitute clerk December 17, 1886. Prior to entering the service he was an accountant for a large manufacturing establishment in this city. In addition to having considerable business experience, besides English, he speaks German, Italian, and on this account would be a valuable addition to the executive division of this office. Mr. Ellis, who has been transferred to the position of chief clerk in the inquiry division, was appointed supply clerk May 1, 1886. In addition to discharging the duties of that position ably, he has for some months given several hours each day in the office to various positions, showing great interest in the service and care in his work, and he is well equipped to perform the duties of the position for which he has been named. Miss Sloan passed the civil-service examination with an average of 91.7 and was appointed a substitute clerk October 26, 1886. She has for the past seven years been third assistant teacher in the Newton boys' grammar school, a position which she relinquished to accept the place for which she has been named. Mr. Roelofs passed a very satisfactory civil-service examination, has had experience with the public, having been for some time past a clerk in the Colonnade hotel, in this city, and in the Devon inn, Devon, Chester county, Pa.; is well fitted for the place for which he is named."

That has been the practice and is the practice in the office of the method of making nominations. Invariably men are first appointed substitute clerks and carriers, and serve a reasonable time before permanent appointment. I don't recall a single instance in which that has not been done, unless the wants of locality—for instance, if the assignment of letter-carriers be required, they are taken from the head of the list or from the appointments in the order in which they are made. As to exceptions—for instance, I appointed a carrier to a permanent position inside of a week after he had been appointed a substitute. That was because I had been authorized by the Department to appoint an additional carrier for the territory covering Torresdale, Byberry, Mechanicsville, etc., near the outskirts of this city or county. The appointee, who was John F. Reynolds, came from Bucks county, which is adjoining, and he was the only person upon the register of eligibles who had been appointed or of whom I had any knowledge who lived anywhere near the locality.

2. In regard to the number of substitute employes in the office, is the number left your discretion, the number of substitute clerks, I mean, or is it fixed by any other authority?—A. The number is left to my discretion. I presume that is so only on the fact that no nominations of substitute clerks to the department have been approved or rejected. When substitutes are appointed from the register of eligibles they are notified to appear and take the oath of office and receive the necessary instructions which are embraced in the regulations of the office, etc., and requested to report for duty unless they have permanent employment, when they may take a reasonable time to inquire into the character of the service and other particulars, so that they will not leave remunerative places to take places here that may be of the character they expect, and then become dissatisfied. When the oaths of office are thus taken I transmit them to Washington with a letter nominating the appointees as substitute clerks. There has never, to my knowledge, been an excess of substitute clerks; but, on the contrary, it has frequently occurred that superintendents have asked and urged the appointment of additional clerks. The force of permanent employes in this office is so large that there are always a considerable number absent upon leave or by reason of sickness or other unavoidable absence, in which case it is necessary to have sufficient substitute clerks, and in many instances it has happened, and does happen, that we are so short of substitute clerks that permanent clerks are called upon by their superintendents to do double tours of duty in order that the work may be kept up.

I understand you to say that all appointments of substitutes are reported to the Post-Office Department?—A. They are all reported by a letter transmitting the oaths of office. I may say I don't think that the department attaches the same importance to the formal approval of a substitute as they do to the formal approval of permanent appointees, because the substitute clerk in no way turns up in the settlement or adjustment of the accounts of this office; but all the approvals of permanent clerks are forwarded by the officials of the office to the auditor of the Treasury for the Post-Office Department (the sixth auditor), in giving me credit for expenditures made on account of clerk-hire.

Ordinarily in determining the number of substitute clerks that I would appoint I am governed by circumstances. For instance, in the early part of last summer I appointed a very large number of substitute carriers. First, because the list of substitutes had been practically exhausted, and some carriers were called upon at that time to serve two routes because of the insufficiency of substitute carriers; and secondly, because I desired to make preparation for the summer vacation of carriers, which is required by law, as you know, each carrier being entitled to fifteen days' vacation with pay. With a carrier force of 439 or 440 in number at that time, it would require at least two months to give each carrier fifteen days' vacation, which would require, if divided, the absence of 110 carriers at a time. In anticipation of that condition of affairs a very large number of substitute carriers was appointed by me from the register of eligibles, but appointments made at the time were not made to fill vacancies. Vacancies that occurred for any reason—by removal, by resignation, death, or otherwise—were filled from time to time as they occurred. Of the large number of substitute carriers thus appointed and whose appointments were imperatively needed for the service after the expiration of the summer vacation, there were 40 of them who were appointed as permanent carriers, being original appointments authorized by the free-delivery division of the Postoffice Department, when I was authorized to appoint 40 additional carriers to take effect September 16, 1886. Then as to the registers—for instance, there was, when the register of eligibles was available for appointments by me, an absolute dearth of substitute clerks in the office, and in numerous cases the clerks were engaged in double duty. In a number of instances this was the case. For that reason the number of substitute clerks appointed by me was considerable in the first instance. I did not make any of those appointments for the mere purpose of filling any vacancy that might be caused by removal, although there were a number of employes in the office at that time against whom proper complaints had been made, but whom I could not, in the interest of proper service to the community, well remove, for the reason that practically there were no substitute clerks, and for the additional reason that I had asked the Department during that fiscal year ending June 30, 1886, and proposed to renew my request at the very commencement of the next fiscal year beginning July 1, 1886, for a still greater number of additional clerks, which request I made on July 2, 1886, and which I had every reason to expect would be granted. For that reason, in addition, there were perhaps more than the usual number of substitute clerks. Every substitute clerk and every substitute carrier appointed by me into the service was duly and properly appointed from the list of eligibles as certified, and I challenge the examination of the appointees and an examination of the papers of the appointees as to whether or not he passed a satisfactory examination, entitling him or them to go upon those registers of eligibles. There has been no appointment made by me other than substitute clerks and carriers, as I

have just stated, unless those to excepted places, to which I have called your attention in my answer to the question propounded by Mr. Oberly.

Q. After a substitute clerk or substitute carrier has taken the oath of office, do you regard him as an employé of this office?—A. Yes, sir.

Q. Subject to the rules and regulations of the service and amenable to its discipline?—A. Yes, sir; I do. As to my method in that respect I might add that upon the appointment of one or more substitute clerks or carriers the name is handed to a clerk in the executive division, whose duty it is to add it to my memorandum of substitute clerks and carriers for office use, and whose further duty it is to furnish a list of the name or names, with the residence or residences, of such appointees to the time-keeper of the office and to the superintendent, so that the time-keeper may note the time of coming and departing of such substitute clerks, that we may be able to judge of their punctuality and regularity, and so that the superintendents may have proper information to make such inquiry as they see proper and to be able to note the conduct of the clerks in the office by name. The time-keeper every day furnishes to us a record of the substitute clerks who attend.

Q. In regard to the appointment of substitute carriers, is the number of such substitute carriers fixed by the Postoffice Department or left to your discretion?—A. There is no regulation of which I have knowledge limiting the number of substitute carriers to be appointed. The method pursued in nominating substitute carriers is practically the same as that pursued in nominating substitute clerks. Upon such substitute carriers being sworn into the service a formal letter of nomination is sent to the free-delivery division of the Postoffice Department, which letter incloses the oath of office of those that appear. It has happened that of a number appointed some fail to respond after diligent search, some respond and decline, some write that since they passed the examination they have secured satisfactory positions and they do not care to come into the service. Upon that letter of nomination being sent to the department, a letter of approval comes from the first assistant postmaster-general, transmitting the letter-carriers' bonds to us for distribution among such substitute carriers. These blank bonds are then handed to the carriers, and they are required to have them properly executed and returned to me for transmission to the department for file there. They are then furnished with an order to procure uniforms, and after their bond has been returned and they have obtained their uniforms, they are at liberty to report to the superintendent of free delivery for service. They are expected, except upon leave to report (daily in the morning and in the evening) for collection duty—six of them each day, three during the day and three at night, being expected and required to remain in the office for detail duty, that is, to provide for emergencies; the others, who are not put on as substitutes, being permitted to go home if they desire.

Commissioner OBERLY. During the time of their service as substitutes they receive only \$1 a year as compensation?

A. There is no payment of \$1 a year. While that is authorized by the Department I found it was not the practice to pay it. The men have not asked for it and we have not paid it. But as a matter of fact it is authorized by law.

Q. Is there any salary allowed to substitute clerks?—A. None whatever, other than the salary of the absent clerk whose work he may perform. We have a printed regulation in the office that where a clerk from sickness or for other reason is absent or expects to be absent for more than the usual time, to permit him to employ a substitute clerk at less than his own salary. In other words, if a clerk is making \$50 a year and is sick, if he can get some one to do that work for \$50 a month, or \$600 a year, that is approved where the absence is for a good reason. In the absence of such an agreement, the substitute takes the full pay of the absent clerk. In the assignment to duty the usual practice in such cases is, where a clerk who has difficult and technical work to perform is absent, to assign a permanent clerk who has had some experience in perhaps kindred work, and then put the substitute clerk in the place of the lower grade of work. These assignments and appointments are, I may say, almost invariably at the discretion of the superintendents of the respective divisions, and are approved by me.

Q. As I understand your statement, you do not permit substitute letter-carriers to go on duty until they have executed their bond?—A. In no case is a substitute carrier permitted to go upon duty until he has returned to me the regular letter-carriers' bond, duly executed and certified, as required by law. Not only that, he is not even permitted to come into the office until such bond has been executed and returned and his uniform procured.

Q. In the appointment of special-delivery messengers what formalities are observed?—A. In the appointment of special-delivery messengers I require that the messengers shall come here bearing letters of recommendation from former employers if employed, or from teachers if coming from school, or from other responsible persons as to the character, reliability, and fitness of the messenger boys.

Q. Do you employ boys mainly for this service?—A. Boys almost exclusively.

in the service of this office and the stations there are three adults. One of them used a civil service examination for letter-carrier.

Do you not utilize the substitute letter-carriers for this service?—A. The substitute letter-carriers are only utilized in case of necessity. It is a part of the duty of the six substitute carriers doing detail duty in the office to immediately respond to the clerk in charge of the special-delivery messengers of the office in the absence of messenger boys; otherwise not. But it is a standing rule, made by me since I came into the office, that they are expected to perform that service when required.

Commissioner LYMAN. Can you state the number of special-delivery messengers now employed in this office?

A. The average number is upwards of forty. The number of special messengers is small and we have difficulty in securing a large number because of the small compensation which the messengers receive. The messengers in this office do not average more than \$12 per month, and it is necessary for a messenger to be on the alert to get what he can get.

Is there not a limit fixed by the department as to the amount they may earn?—

A. The law permits a messenger to be paid not more than \$30 per month. Either the law or the department in fixing that limit of compensation evidently assumed that the business done, especially in business sections, would be much greater than it has proved to have been by actual experience.

How often do you report to the Postmaster-General the force employed by you, and making such reports to what extent do they cover the details of the force of the office?—A. We make a monthly report to the Postoffice Department and that includes the number of messengers employed.

How often do you report to the Postmaster-General the roster of your office?—A. We have thus far. While I have been in the service I have reported three rosters: of July 1, 1886, July 1, 1886, and January 1, 1887.

Commissioner OBERLY. Did you include in that roster the names of substitute clerks, substitute carriers and special-delivery messengers?

A. The names of such appointees are not included, but they are on file in the department in their respective divisions.

Do you report the number of such employes?—A. The number is not reported.

Commissioner LYMAN. The department is informed on that subject by reason of the fact that you have authorized the appointments?

A. Yes, sir. The files of the free-delivery division of the Postoffice Department will contain the nomination of every substitute letter-carrier; they will contain the oath of every substitute letter-carrier, and they will contain the bond of every substitute letter-carrier. I might add as to that division that some time ago, perhaps two or three months, I made a detailed report for the use of the division, showing the number of substitute carriers that had declined appointment and were not eligible any longer for nomination as permanent employes.

Commissioner OBERLY. But the roster of the postoffice made at any time does not contain the names or statement of the number of substitute clerks, substitute carriers and special-delivery messengers.

A. It does not. To explain: As to clerks, the same may be said of them if the files of the salary and allowance division of the Postoffice Department be consulted. As to special-delivery messengers, their nominations and oaths may be found among the files of the third assistant postmaster-general's office.

Does the roster, then, contain the names of the clerks and persons permanently employed in the office, and you do not, therefore, consider substitute clerks and substitute carriers or special-delivery messengers as persons or clerks permanently employed in the office?—A. I do not as to substitute clerks and carriers. As I said, the Postoffice Department have as full information as can be given on that subject. The special-delivery messengers are, however, permanent appointees, so to speak, because they are paid as such delivery messengers.

Why are they not therefore included in the roster of the office?—A. Because the reason for preserving the record, after they have been sworn in, is that they may be properly paid; and the pay-rolls furnished from this office quarterly therefore report to that extent a roster. The pay-rolls furnished as vouchers containing the amount paid each messenger is really a roster.

Continued until Saturday, March 19, at 10 o'clock a. m.

FOURTH DAY.

SATURDAY, March 19, 1887.

Commission met at 10 o'clock a. m.

Present: Commissioners Oberly, Lyman, Postmaster Harrity, and Stenographer Morgan.

TESTIMONY OF MR. B. FRANK ABBETT.

B. FRANK ABBETT testified as follows:

Commissioner OBERLY. State your name, official position, and address.

A. My name is B. Frank Abbett; I am cashier; my address is 1327 Marshall street.

Q. State whether you, as cashier, are in the habit of making advances on the salaries of the different employes of this office.—A. I have been in the habit until recently, when my attention was called to the fact that it was against the desire of the postmaster.

Commissioner LYMAN. You made certain advances in the month of February?

A. Yes, sir.

Q. Do you recollect the names of any of the employes to whom you made advances in that month?—A. I can give you some of the names. I made advances to Frank Leech, who was then stock clerk and is now chief of the money-order division. I made an advance to James F. Quinn, who is a watchman; to Thomas J. Murtha, another watchman; to Alexander Frediani, one of the carriers; and W. F. O'Neill, another carrier. I cannot recall any more at this moment.

Commissioner OBERLY. State whether you made advances to many others.

A. I made advances during the month of February to, well, say 75 or 80; possibly 100.

Commissioner LYMAN. These advances were made by check?

A. In money.

Q. At the end of the month, when the settlement was made for the month, was that made in cash or by check?—A. The settlement was made almost entirely by check, in some instances by cash. In giving the check it was given for the amount of salary, less the amount of money advanced to them. The same thing had occurred in January and in March, up to the time when the postmaster told me it was contrary to his instructions.

Q. In making an advance to these men you have named, and others, were you informed at the time by the men for what purpose they desired the money advanced to them?—A. By some of them. When they asked for a large amount I asked the question, what they wanted with so large an amount. In ordinary cases I would not.

Q. Will you state some of the reasons, if any were given, for a desire to have money?—A. One man had a uniform to buy, another had his rent to pay, and I suppose two or three of them wanted to pay their assessments, as some mentioned to me that they had a political contribution to make.

Q. They mentioned that fact?—A. Yes, sir.

Q. In mentioning that fact to you what terms did they use; that is, what form of expression? Do you recall it precisely?—A. I can not recall the exact expression they used.

Q. They did not in words or otherwise intimate to you that they were paying a compulsory assessment?—A. Not at all. None of them did that.

Q. Do you recall the name of any person who gave you this information?—A. I do not.

Q. If I should mention some names do you think that that would refresh your memory?—A. I think not. My recollection is that some two or three of them said, "I want to use this to make a political contribution." I have no recollection as to who they were.

Q. Do you remember whether Harry M. E. Flint was one of those?—A. I do not.

Q. Alexander Frediani?—A. I can not remember whether he did or not.

Q. Fred. Felder?—A. I can not remember as to him.

Q. Jos. M. Knoblauch?—A. I can not remember as to him.

Mr. HARRITY. There are 1,000 men on the pay-roll?

A. Nearly 1,000.

Q. Those who procured or secured an advance would not exceed 100?—A. I am almost confident they would not exceed 100. Possibly if I explained my reasons for not knowing this order of the postmaster it may be of some use. I came in here in the month of January from being superintendent of the money-order division. I had no special directions from the postmaster in reference to the duties of the cashiership and a great deal of my time was used for, say three or four weeks, from there, in assisting the new superintendent to become acquainted with the forms of rendering accounts. I went on giving advances as a matter of course, not supposing that I had

to ask the postmaster anything about it. I had been secretary of the Frankford and Southwark Passenger Railway Company for seventeen years. When a man came to me for money that I knew was due I advanced it, unless I was busy, as a matter of accommodation. I kept on in that way up to the time Mr. Harrity directed that it should not be done. During the month of March, I think, I advanced to about twenty.

Q. Prior to your occupancy of the position of superintendent of the money-order division you were where?—A. In Washington.

Q. In what position?—A. Superintendent of foreign division of the sixth auditor's office.

Q. How long had you been there?—A. I was there for fourteen months.

Q. After you came into the cashier's office, as you stated, you gave a considerable portion of your time to the money-order division, instructing your successor?—A. Yes, sir.

Q. You succeeded Mr. Drake as cashier, who still remained in the executive division, giving a general supervision to the cashier's office and your own until the new superintendent was instructed?—A. Yes, sir; I was back and forth from one office to the other continually.

Commissioner OBERLY. Did you make any deductions from any employé's salary for the month of February without his consent, or for any other reason than that you had made an advance to him during the month of February?

A. None at all.

Q. Did you make any demand upon any employé of the postoffice for money in any amount to be used for political purposes?—A. None whatever. Never solicited; never spoke to any of them in any way.

Q. Do you know of any person who made any assessment for political purposes upon any of the employés of this office?—A. I do not since I have been here.

Q. Do you know of any person who, in this building, solicited contributions for political purposes?—A. I do not.

Q. Did you receive from any employé of the office, within this building, contributions for political purposes?—A. I did not.

Mr. HARRITY. Have I directly or indirectly asked for or suggested any political contribution or assessment, of which you have any knowledge?

A. None whatever.

Q. You have contributed and have been in the habit of contributing?—A. I have been contributing for years. When I was connected with the railroad I threw in my little mite.

Q. It was usual with you?—A. It has been my usual custom.

Commissioner LYMAN. You did not receive any of the money which was advanced by you to employés, to be used for political purposes, and pay it yourself to a political committee?

A. No, sir. I did not receive the money at all. The money was handed to them and they got it to the committee.

Mr. HARRITY. I understand you to say you had continued to make advances to any reasonable extent during the month of March, up to the time when I called your attention to the practice I had inaugurated.

A. Yes, sir.

Commissioner OBERLY. What time was that?

A. Just after the commissioners were here—about the 10th.

Q. Up to that time you had advanced to twenty or more?—A. Just about twenty. The very day the postmaster spoke to me I had made an advance.

TESTIMONY OF MR. FRANK P. LEECH.

FRANK P. LEECH testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir; superintendent of the money-order division.

Q. How long have you been employed in this office?—A. I have been employed since last October.

Q. What is your compensation?—A. I get \$2,000 a year.

Mr. HARRITY. Since when?

A. Since the 6th of this month.

Q. Prior to that?—A. \$1,000 from October 13 to January 1, and \$1,200 from January 1 to March 5, when I was promoted to my present position.

Commissioner LYMAN. Then your salary for the month of February was at the rate of \$1,200.

A. Yes, sir.

Q. Will you state for what purpose you obtained an advance?

A. In the first week of February I wished for money and asked for an advance of

\$25. In the last week of February I had use for more money and received \$15 more, making in all \$40 that I received in the month of February.

Q. Will you state for what purpose you received this money or any part of it?—

A. Various purposes. I had a bill to pay when I got the first advance, and for the same reason I obtained the \$15.

Q. Did you use any part of this money to pay a political assessment?—**A.** No, sir. I did not pay any political assessment. I contributed \$10 to the committee in the ward where I live.

Q. What committee was that?—**A.** The 27th ward executive committee.

Q. A party committee or a church committee?—**A.** A party committee.

Q. What party?—**A.** Democratic.

Q. I suppose a political contribution?—**A.** I contributed to the party in the ward.

Q. Were you a member of the committee at that time?—**A.** Yes, sir.

Q. Were you asked to make that contribution?—**A.** No, sir.

Q. Did any one in the postoffice (in this office) suggest to you that you should make such contribution?—**A.** No, sir.

Q. Were you in the habit, before you went into the public service, of making political contributions?—**A.** Always.

Q. Then this is not a new thing with you?—**A.** No, sir; not at all.

Q. Do you know of any requests having been made by any political committee of employes in this office to make contributions, within this office?—**A.** I do not.

Q. Do you know whether this committee of which you were a member at that time, or any other political committee, sent letters or circulars inviting political contributions, through the mails, to employes in this office?—**A.** I never received any.

Q. You have no knowledge that any other employes received such notices addressed to them in this office or at their residences?—**A.** No, sir.

Q. You state positively that the contribution you made was purely a voluntary contribution on your part?—**A.** I do.

Mr. HARRITY. Prior to your coming here you held a position in one of the railroad companies—what was it?

A. The Philadelphia Passenger Railway Company (Chestnut and Walnut), now leased by the Traction Company.

Q. What was your position with that company?—**A.** Secretary.

Q. State whether it was the practice there to make frequent advances of wages to employes?—**A.** During my time it certainly was a custom. Every week a number would come and solicit an advance on their wages. We made it a regular custom to make advances to those who wanted it, provided they had earned it.

TESTIMONY OF MR. J. J. DICKINSON.

J. J. DICKINSON testified as follows:

Commissioner LYMAN. What is your name?

A. J. J. Dickinson.

Q. You are employed in this post-office?—**A.** Yes, sir.

Q. In what capacity?—**A.** Carrier.

Q. How long have you been employed?—**A.** Since June last.

Q. June, 1886?—**A.** Yes, sir.

Q. What was your employment or occupation prior to that time?—**A.** Special officer in the American District Telegraph Company.

Q. What is your compensation at this time?—**A.** Six hundred dollars a year.

Q. How is that compensation paid?—**A.** Every month.

Q. In cash or by check?—**A.** By check.

Q. Are you in the habit of receiving, or have you been in the habit of receiving, an advance on your salary?—**A.** Only last month.

Q. That is, in February?—**A.** Yes, sir.

Q. Will you state how much you received?—**A.** Twenty-five dollars.

Q. You received an advance of \$25?—**A.** Yes, sir; after I had earned it.

Q. Will you state for what purpose you used that money, or any part of it?—**A.** A friend of mine, on Spring Garden street, had some furniture to sell; I hadn't the money at the time; I wanted the furniture and I asked the assistant postmaster, and he granted me the favor.

Q. Did you use any part of this money to pay a political assessment?—**A.** No, sir; I didn't get it until after election.

Q. State whether you paid a political assessment in February?—**A.** Yes, sir; I did to the ward committee. I always do that. I always have done it.

Q. Will you state who made this assessment?—**A.** Nobody made the assessment. I gave it to the committeeman of my division.

Q. You say that there was no assessment made?—**A.** No, sir.

Q. What was the amount of your contribution?—**A.** Three dollars.

Q. You state that you paid that voluntarily?—A. Yes, sir.

Q. Do you state that you have been in the habit of making such political contributions?—A. Yes, sir.

Q. Before you were in the Government service?—A. Yes, sir.

Q. Did you receive any intimation from the postmaster that you were desired to make a contribution?—A. I did not.

Q. Did you receive any such intimation from any person in this office?—A. No,

Q. From any person in the public service?—A. No, sir.

Q. Did you receive any letter or circular asking for a contribution from any political committee in this building?—A. I did not.

Q. Did any person, member of a political committee or otherwise, solicit from you a political contribution in this office?—A. No, sir.

Commissioner OBERLY. Did Postmaster Harrity ever suggest to you that you ought to pay a part of your salary for political purposes?

A. No, sir.

Q. Did any other of the officials—the cashier or assistant cashier—ever make any suggestions to you?—A. No, sir.

Mr. HARRITY. Have I ever spoken to you upon the subject of politics at all in this office or out of it at any time?

A. No, sir.

Q. As to what your politics were?—A. No, sir.

Q. Or attempt to influence or coerce your action in regard to assessments or political activity?—A. No, sir.

Commissioner LYMAN. You have stated that you paid this contribution of \$3 to a political committee. Will you state what committee that was?

A. The committee of the First ward.

Q. Was it a republican committee?—A. Democratic.

Commissioner OBERLY. Was the amount advanced to you in February deducted from the check you received in settlement for that month?

A. Yes, sir.

TESTIMONY OF MR. GEORGE N. LOWERY.

GEORGE N. LOWERY testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir.

Q. What is your position?—A. Stamper.

Q. What salary do you receive?—A. Six hundred dollars a year.

Q. How is that salary paid?—A. Monthly.

Q. In money or by check?—A. By check.

Q. How long have you been in this office?—A. Since last December—latter part.

Q. You state that your salary is paid by check?—A. Yes, sir.

Q. Have you been in the habit of receiving advances upon your salary since you have been in the office?—A. I have only received one month's salary and a partial payment in another month.

Q. Did you receive an advance upon your salary during the month of February?—A. Yes, sir; I asked for it and received it.

Q. How much did you receive?—A. Six dollars.

Q. Will you state for what purpose you received that money?—A. For domestic purposes partially; I was in rather straitened circumstances, not having been in the position long; I asked for and received that advance.

Q. Did you use all of that money for domestic purposes?—A. No, sir.

Q. Did you use any part in paying a political assessment?—A. I never paid an assessment, but I have made contributions.

Q. Did you receive any part of this \$6 to make a political contribution?—A. I can say that I used that \$6. I used the money I had besides that.

Q. How large a contribution did you make?—A. I made \$5.

Q. To whom was that \$5 contribution made?—A. To the secretary of the city executive committee.

Q. Republican or Democratic committee?—A. Democratic.

Q. Did any one belonging to that committee ask you for that contribution?—A. No, sir.

Q. Directly or indirectly?—A. No, sir.

Q. Did any person in this office ask you to make a political contribution?—A. No,

Q. Did Postmaster Harrity ever suggest to you that you ought to make a political contribution?—A. No, sir.

Q. Did he ever have any conversation with you on the subject?—A. I never had a conversation with the postmaster at all.

Q. Did the postmaster ever, directly or indirectly, by himself or through attempt to coerce or influence your political action in any manner?—A. Not slightest particular. No, sir.

Q. Did you tell the cashier or the person from whom you received this advance your February salary that you desired to use any part of it for making a political contribution?—A. No, sir; I did not mention it to him.

Q. Before you came into this office were you in the habit of making political contributions?—A. Always. That is the smallest I ever made. It was only on account of circumstances that it was not larger.

Mr. HARRITY. You passed a civil-service examination?

A. Yes, sir.

Q. What average?—A. A few points short of 95.

Q. What was your business prior to coming here?—A. Compositor.

Q. Are you a member of any political club?—A. I am secretary of the Andrew Jackson club of the second ward.

Q. Did you make contributions to that club?—A. I have always been in the habit of doing so.

Q. You always took an interest in the party?—A. I always paid to advance principles of the party as much as I could.

TESTIMONY OF MR. THOMAS C. SMITH.

THOMAS C. SMITH testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir.

Q. In what capacity?—A. Clerk in the pouch-room.

Q. What is your compensation?—A. Seven hundred dollars a year.

Q. How long have you been employed in this office?—A. I served for one year prior to July 1, and became permanent July 1.

Q. Were you examined under civil-service rules?—A. I was.

Q. Appointed upon certification?—A. Yes, sir.

Q. Since you have been in the office have you been in the habit of receiving advances upon your salary?—A. On several occasions.

Q. Did you receive an advance on your salary in February of this year?—A. No, sir.

Q. Will you state how much you received?—A. I received \$15.

Q. Will you state for what purpose you received that money?—A. My wife was at the time and my finances were very low. I was obliged to receive it in order to purchase medicines and such things as were necessary.

Q. Did you use any part of that money to pay political assessments?—A. No, I don't think I received sufficient salary to do that.

Q. Did you use any part of that money to pay a political contribution?—A. No, sir.

Q. Did you pay a political assessment or contribution in the month of February?—A. No, sir.

Q. Did you pay such contribution in the month of January?—A. No, sir.

Q. Have you paid a contribution or assessment since you have been in this office?—A. No, sir.

Q. Have you been in the habit of paying political assessments or making political contributions before you came into the office?—A. I have several times prior to coming in here—not as a general thing. I never made it a practice to do so.

Q. Have you not been very active in politics?—A. No, sir.

Q. Has the postmaster, Mr. Harrity, ever suggested to you that you should make a political contribution?—A. No, sir.

Q. Has any other person in this office made any such suggestion to you?—A. No, sir.

Q. Have you been approached, directly or through the mails, by any member of a political committee with a request for a political contribution with reference to this office?—A. No, sir; neither in the office nor outside of it.

Q. Have you had any conversation with the postmaster on the subject of political contributions?—A. No, sir; never.

Q. Has Postmaster Harrity ever sought, directly or indirectly, to influence your political action since you have been in this office?—A. No, sir.

Q. You have received no intimation, directly or indirectly, as coming from the postmaster that any course of political action on your part was desired?—A. No, sir.

TESTIMONY OF MR. WILLIAM F. GUION.

WILLIAM F. GUION, testified as follows:

Commissioner LYMAN. You are employed in this office?

A. Yes, sir.

Q. In what capacity?—A. Carrier.

Q. How long have you been in office?—A. I was appointed last April and came in to office the last day of May.

Q. What is your salary?—A. Six hundred dollars a year.

Q. How is that salary paid?—A. Monthly.

Q. In money or by check?—A. Paid by check, and cashed at the treasurer's office.

Q. Have you been in the habit, since you have been in the office, of obtaining an advance in your salary before the end of the month?—A. Yes, sir.

Q. Did you receive an advance upon your salary in February of this year?—A. Yes,

Q. How much?—A. Six dollars.

Q. Will you state for what purpose you obtained that advance?—A. Partly for my use, and partly to contribute towards the election last February.

Q. Will you state how much you paid towards the election?—A. Three dollars.

Q. To whom did you make payment?—A. To the city committeeman from my ward.

Q. What committee?—A. The Philadelphia city committee—Democratic city committee.

Q. Were you asked to make that contribution?—A. Yes, sir.

Q. By whom?—A. The city committeeman from my ward.

Q. What is his name?—A. John Peoples.

Q. Where did he ask you to make the contribution?—A. He called a meeting at the time of the people in the ward.

Q. Are you a member of the committee?—A. I was at that time; yes, sir.

Q. You were not in this office when the request was made—not in this building?—No, sir.

Q. Did Postmaster Harrity ever suggest to you, or tell you, that you ought to make a political contribution?—A. No, sir.

Q. Did any one in this office ever suggest to you that you ought to make a political contribution?—A. No, sir.

Q. Were you ever asked in this office, in this building, for a political contribution?—A. No, sir.

Q. Did Postmaster Harrity ever have any conversation with you in regard to political matters?—A. No, sir.

Q. Has he ever sought to influence your political action in any way?—A. No, sir.

Q. Either by himself or through others?—A. No, sir.

Q. There has been no attempt to influence your political action?—A. None what—about this office.

Q. When you obtained this advance did you tell the cashier for what purpose you intended to use it?—A. No, sir.

Q. You had no conversation with him on the subject?—A. None at all.

Q. When you received the check for your salary, at the end of the month, was it the full amount of salary due you?—A. No, sir.

Q. Was this amount you had received deducted from it?—A. Yes, sir.

Commissioner OBERLY. You say you were asked for this contribution; was that request made to you individually, or was it a general request to the members of the office for such contributions as they would feel justified in making?

We were told at the time of the meeting that it was not an assessment but a voluntary contribution—to give what you liked; some gave more and some gave less.

Commissioner LYMAN. Have you been in the habit of making political contributions heretofore?

Yes, sir.

Before you came in this office?—A. Yes, sir.

Has that been a regular practice with you?—A. Not regular; sometimes I gave and sometimes not.

TESTIMONY OF MR. JAMES H. O'ROURKE.

JAMES H. O'ROURKE testified as follows:

Commissioner LYMAN. You are employed in this office?

Yes, sir.

In what capacity?—A. Carrier.

At what salary?—A. Six hundred dollars a year.

How long have you been employed in this office?—A. I was appointed substitute-carrier last April.

After examination?—A. Yes, sir.

Have you been in the habit of receiving advances upon your salary during the month?—A. Yes, sir.

Did you receive an advance in February?—A. I did.

Q. For what purpose did you obtain that advance?—A. I asked the cashier for \$10; I told him I had sickness in my family and was pressed for debts; I got \$10 and paid a coal bill and paid my rent.

Q. Did you use any part of this money to pay a political assessment?—A. None, sir.

Q. Did you pay a political assessment in February?—A. No, sir.

Q. Have you paid a political assessment or made a political contribution since you have been employed in this office?—A. I made a contribution.

Q. When?—A. Last November.

Q. Before or after the presidential election?—A. A. After the presidential election, before the governor's.

Q. What was the amount of that contribution?—A. Four dollars.

Q. Were you asked to make that contribution?—A. No, sir; I went to the rooms of the club and gave it over there.

Q. What club?—A. The fourth ward Randall club.

Q. That indicates that it was a democratic club?—A. I presume so.

Q. You state that it was a democratic club?—A. As far as I know; yes, sir.

Q. Do you state that you were asked to make the contribution?—A. I went to the rooms and said I wanted to show my sympathy in the matter, and handed them \$4.

Q. You were not asked to make that contribution while you were in this building?—A. No, sir.

Q. Have you received any circular or letter from any political committee or any member of a political committee, asking for a political contribution?—A. No, sir.

Q. Have you been asked by Postmaster Harrity to make a political contribution?—A. No, sir.

Q. Have you been asked, or has any person in this office suggested to you, that you should make a political contribution?—A. No, sir.

Q. Has Postmaster Harrity ever had any conversation with you on the subject of politics at all?—A. Never.

Q. Has he ever sought, to your knowledge, directly or indirectly, or attempted to influence your political action in any manner?—A. Never, sir.

Q. Have you been in the habit of making political contributions before you came in this office?—A. Occasionally I went to the club-room and gave more or less.

Mr. HARRITY. Are you now or have you been a member of any political organization?

A. Yes, sir.

Q. What one?—A. Moyamensing legion.

Q. Paid dues in that?—A. Yes, sir.

Commissioner OBERLY. But don't now?

A. No, sir.

TESTIMONY OF MR. FELIX M'CANN.

FELIX McCANN testified as follows:

Commissioner LYMAN. What is your position in this office?

A. Letter-carrier.

Q. How long have you been employed in the office?—A. As regular since June 20. I was appointed substitute in April.

Q. What is your salary?—A. Six hundred dollars a year.

Q. How is that salary paid?—A. Paid by draft—check.

Q. Have you been in the habit, since you have been in this office, of obtaining advances on your salary during the month?—A. No, sir; I never obtained any until this time.

Q. What do you mean by "this time"?—A. Last pay-day in February.

Q. How much did you obtain?—A. Ten dollars.

Q. Will you state for what purpose you obtained this advance?—A. Various purposes. Part of it I paid for political purposes, and part I used to buy a pair of shoes.

Q. How much did you use for political purposes?—A. Six dollars.

Q. To whom did you pay that \$6?—A. To the man who represents the division I live in.

Q. What division is that?—A. Twelfth division, twelfth ward.

Q. Were you asked to make that contribution?—A. No, sir.

Q. Are you in the habit of attending meetings of that committee or association in the twelfth ward?—A. I am not a member of the committee, but in ward meetings I am always there.

Q. Were you asked, in connection with others in the meeting, to make a contribution?—A. It was a request; we talked the matter over and came to the conclusion that it was necessary we should pay a little towards it. The expenses had to be paid.

Q. You thought it was right that you should do your share?—A. Yes, sir.

Q. How much did you pay?—A. Six dollars, I should judge.

Q. Have you been in the habit of making political contributions before you came to this office?—A. Yes, sir.

Q. Did the postmaster suggest to you that you ought to make this contribution?—A. No, sir.

Q. Did any person in this office or elsewhere tell you that you ought to make this contribution?—A. No, sir.

Q. Did you make this contribution voluntarily?—A. Yes, sir.

Q. Had the postmaster any conversation with you on the subject of politics?—A. No, sir.

Q. Did any person in the office or Postmaster Harrity by himself or through others attempt in any manner to influence or coerce your political action?—A. No, sir.

Commissioner OBERLY. The amount advanced to you was deducted from your salary, and a check given to you for the balance due?

A. Yes, sir.

Mr. HARRITY. The \$10 had been obtained by you prior to that time?

A. Yes, sir.

TESTIMONY OF MR. W. H. FRANK.

W. H. FRANK testified as follows:

Commissioner LYMAN. What is your position in this office?

A. Carrier.

Q. What is your salary?—A. Six hundred dollars a year.

Q. How long have you been employed in this office?—A. I was appointed the 7th of last June, 1886.

Q. Appointed to a permanent position?—A. Not permanent; I was made regular on September 1.

Q. You were examined and passed the examination?—A. Yes, sir.

Q. Have you been in the habit since you have been in this office of obtaining advances upon your salary during the month?—A. I have done it.

Q. Did you do it last month?—A. Yes, sir.

Q. How much advance did you obtain last month?—A. I asked for \$6.

Q. Will you state for what purpose you obtained that advance?—A. For political purposes.

Q. How did you use it?—A. I gave some to the ward committee and some to the city committee of the democratic party.

Q. Were you asked to make a contribution?—A. No, sir.

Q. Did you make this contribution voluntarily?—A. Yes, sir.

Q. Were you in the habit, before you came into this office, of paying political assessments or making political contributions?—A. I have done so.

Q. Was it a common practice with you?—A. I helped them to do a great many things.

Q. What is your age?—A. Twenty-five years.

Q. When you obtained this advance, did you tell the cashier for what purpose you wanted it?—A. I did not.

Q. When the balance of your salary was paid at the end of the month, was the check for the full amount?—A. It was for the amount less the deduction.

TESTIMONY OF MR. GEORGE W. SPERRY.

GEORGE W. SPERRY testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir.

Q. In what capacity?—A. Window clerk—window 24.

Q. What salary do you receive?—A. Eight hundred dollars per annum.

Q. Are you in the habit of receiving an advance upon your salary during the month?—A. Not until last month, when I discovered that I was short, and I wanted to get some clothes.

Q. You obtained an advance, then, in February?—A. Yes, sir.

Q. How much?—A. Ten dollars.

Q. Did you use any part of that money to pay political assessments?—A. No assessments; no, sir.

Q. Did you use any part to make a political contribution?—A. Yes, sir.

Q. To whom was that contribution made?—A. To Mr. Sensenderfer.

Q. Who is Mr. Sensenderfer?—A. Secretary of the democratic city committee.

Q. Were you asked to make that contribution?—A. No, sir.

Q. Did you make it voluntarily?—A. Yes, sir.

Q. Have you been in the habit, before coming into this office, of making political contributions?—A. Yes, sir.

Q. Has it been a regular practice with you?—A. Yes, sir.

Q. Are you a member of any political committee or association?—A. Yes, sir; I am a member of the Jefferson club, of Norristown. I was secretary of that club for two years.

Q. Are you secretary of that club now?—A. Not at the present time.

Q. You are a member of the club?—A. Yes, sir.

Q. Is that a democratic club?—A. Yes, sir.

Q. Did the postmaster suggest to you or in any way intimate to you that you ought to make a political contribution?—A. No, sir.

Q. Did he have any conversation with you about that time, or at any time since you have been in this office, about making political contributions or paying political assessments?—A. No, sir.

Q. Has he had any conversation with you on political matters?—A. No, sir.

Q. Has any person in this office asked you to make a political contribution or pay a political assessment?—A. No, sir.

Q. Has the postmaster sought or attempted, in any manner, directly or indirectly, to influence your political action or activity?—A. No, sir.

Q. Have you felt, since you have been in this office, under any obligations, or had a feeling of compulsion to be active in political matters?—A. No, sir.

Q. You have felt an entire freedom to act your own pleasure in such matters?—A. Yes, sir.

Mr. HARRITY. State whether or not you were more active before you came here than you are now?

A. Yes, sir; I was.

Q. How long have you resided in this city?—A. Since January 27, 1886.

Q. Are you a member of any political club in this city?—A. No, sir.

Q. Were you a member of any political club prior to your coming into the service?—A. Yes, sir; I have been working for the party since I was sixteen years old. I was a member of the Jefferson political club of Norristown ever since its organization in 1882. I was secretary of that club for two years.

Q. What was the amount of your contribution for the last campaign?—A. Five dollars.

Q. Your salary what?—A. Eight hundred dollars per annum.

TESTIMONY OF MR. THOMAS M. CARLIN.

THOMAS M. CARLIN testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir.

Q. In what capacity?—A. As supply clerk.

Q. How long have you been employed in the office?—A. Since February 1. I was appointed February 1, 1887.

Mr. HARRITY. Did you receive any advance on your salary during the month of February?

A. Yes, sir. On the 26th day of February I received \$20, and immediately sent it, by a special messenger, to a gentleman who asked me for a loan of the money in order to help him purchase a draught-horse. I sent the whole amount right to him.

Commissioner LYMAN. Did you make a political contribution during the month of February, or any time preceding the late election in this city?

A. Yes, sir.

Q. Will you state the amount?—A. Five dollars.

Q. To whom?—A. To Mr. Sensitive, secretary of the democratic city committee.

Q. Did Mr. Sensitive, or any one representing the committee, ask you for a contribution?—A. No, sir.

Q. Was the contribution a voluntary one?—A. Perfectly.

Q. Did the postmaster at any time suggest to you that you ought to make a political contribution?—A. No, sir.

Q. Did any one in this office?—A. No, sir; not even intimate such a thing.

Q. Has the postmaster been in the habit of talking with you on political subjects?—A. I never had any conversation with him on the subject.

Q. Are you a member of any political club or committee?—A. I am not a member of any political organization.

Q. Have you been in the habit, before you came into this office, of making political contributions?—A. I have occasionally helped the ward committee.

Q. Was it a regular practice?—A. Not a regular practice. On two occasions.

Q. What is your salary?—A. One thousand dollars.

Q. This contribution that you paid was \$5?—A. Yes, sir.

TESTIMONY OF MR. THOMAS J. MURTHA.

THOMAS J. MURTHA testified as follows:

Commissioner LYMAN. Are you an employé of this office?

A. Yes, sir.

Q. In what capacity?—A. Watchman.

Q. What is your compensation?—A. Six hundred dollars a year.

Q. How long have you been employed in the office?—A. I came on the 18th of June.

Q. Did you pass a civil-service examination?—A. I was not required to pass a civil-service examination.

Q. Have you been in the habit, since you have been in the office, of obtaining advances upon your salary during the month?—A. I have; on two occasions.

Q. When were those?—A. I don't just remember. It was some time in February.

Q. Both in February?—A. Both.

Q. Do you remember the amounts?—A. Six dollars at one time and \$5 at another.

Q. Will you state for what purposes you got these advances.—A. Yes, sir. I had to get a uniform. I wanted to get it with that one advance, and the other was for private purposes.

Mr. HARRITY. What did you pay for the uniform?

A. Fourteen dollars.

Commissioner LYMAN. Did you use any part of this money to pay political assessments?

A. No, sir.

Q. Did you use any part to make a political contribution?—A. I gave \$5 to my ward committee—the twenty-ninth ward committee.

Q. Were you asked to make that contribution?—A. I was not particularly asked to make it.

Q. State what induced you to make it.—A. Of course I knew there had to be contributions made by people. I thought I would help the cause.

Q. Was any pressure brought to bear upon you by the association or by any one of the officers of the association to make this contribution?—A. No, sir.

Q. Did the postmaster or any one in this office ask you to make a political contribution?—A. No, sir.

Q. Did the postmaster or any one else suggest to you, in any way, the propriety of making a contribution?—A. No, sir.

Q. Has the postmaster ever had any conversation with you since you have been in the office on the subject of making political contributions?—A. No, sir.

Q. Has he had any conversation with you in regard to political matters?—A. No,

Q. Has he sought in any manner, directly or indirectly, by himself or through others, to influence your political action in any manner?—A. No, sir.

Q. Were you in the habit before you came into office of making political contributions?—A. Yes, sir.

Q. Was that a regular practice?—A. Yes, sir; as far as my ability to do so.

Q. Are you a member of any political organization or club?—A. No, sir; none in particular.

Q. Do you pay dues in any political organization?—A. No, sir.

Q. Have you been more active in political matters since you came into office than you were before?—A. No, sir.

Q. What is the extent of your political activity? How active?—A. I have done all I could for my party among my friends in the division, and did all I could on election day in the way of getting votes out.

Q. You have been a political worker to some little extent?—A. Yes, sir.

Q. Were active at the last election?—A. I was at the polls to vote.

Q. Were you active at the polls in getting out voters?—A. No, sir.

Q. Did you stand the whole day at the polls?—A. No, sir.

Q. Any considerable part of the day?—A. A little while in the afternoon.

Q. Were you at the office most of the day?—A. Yes, sir.

Q. Performing your regular duties during that day?—A. Yes, sir.

TESTIMONY OF MR. HARRY M. E. FLINT.

HARRY M. E. FLINT testified as follows:

Commissioner LYMAN. What is your position in this office?

A. Letter-carrier.

Q. What is your compensation?—A. Six hundred dollars a year.

Q. How is your salary paid?—A. Paid monthly.

Q. In what form?—A. By check.

Q. Do you remember the amount of the check received by you for salary for last month?—A. It was \$40.66.

Q. Was that the full amount of your compensation for last month?—A. The full amount was \$46.66.

Q. How do you account for the difference between the check and the amount of salary?—A. Wishing to contribute to the secretary of the city committee, I had no available cash at the time, and I asked a loan from the cashier for the difference, \$6. I gave him my receipt in full at the end of the month.

Q. When you signed the pay-roll you receipted for the full amount of your salary?—A. Yes, sir.

Q. This amount which you say was loaned to you by the cashier you paid to the city committee; were you asked to pay that by any person representing the city committee?—A. No, sir.

Q. Did you receive any communication from the city committee, or anybody representing the city committee, asking such contribution?—A. I did not.

Q. No person representing the city committee called on you at this office, at your house, or anywhere?—A. No, sir.

Q. Did any person in this office or in the employ of the Government ask you to make a contribution?—A. No, sir.

Q. Do you state that this contribution was entirely a voluntary contribution made by you?—A. It was, sir; yes, sir.

Commissioner OBERLY. When you say, "Wishing to contribute to the city committee," what do you mean by that; what committee?

A. I say to the secretary of the city committee; to Mr. SENDERFER.

Q. Secretary of what committee—the democratic city committee?—A. Yes, sir.

Q. Are you in the habit of getting advances from the cashier?—A. I have not been in the office very long, and that was the first time I approached him on the subject. I was never in a position before that I wished to borrow money.

Mr. HARRITY. Have I ever said anything to you about contributions, directly or indirectly?

A. No, sir.

Q. Any conversation with you on the subject?—A. No, sir.

Q. Have I had any conversation with you since you have been in the office on any subject?—A. No, sir.

Q. You passed the civil-service examination?—A. Yes, sir.

Commissioner OBERLY. State whether or not you informed the cashier at that time that you desired to make this contribution to a political committee?

A. No, sir; the cashier did not ask me what I wanted it for, and I did not state to him what I wished it for.

Commissioner LYMAN. Before you came into this office had you been in the habit of making political contributions or paying political assessments?

A. I made contributions, but I never paid any political assessments. I never was assessed. I made contributions to my ward.

Q. Are you a member of any political club or organization?—A. No, sir; I am not.

Q. Have you been more active in political matters since you have been employed in this office than you were before?—A. No, sir; I was more active before I came in than I am now, but I have never been a member of any political organization.

TESTIMONY OF MR. ALEXANDER FREDIANI.

ALEXANDER FREDIANI testified as follows:

Commissioner LYMAN. Are you employed in this office?

A. Yes, sir.

Q. What is your position?—A. Letter-carrier.

Q. How long have you been in office?—A. About ten months.

Q. What is your salary?—A. Six hundred dollars.

Q. How is that salary usually paid, by the month—monthly payment?—A. Yes, sir.

Q. In money or by check?—A. By check.

Q. Do you remember what the amount of the check was that you received for your last month's salary, that for February?—A. Yes, sir.

Q. What was it?—A. Forty-six dollars and seventy-eight cents.

Q. Are you sure about that; was not the check for \$40.66?—A. I remember I got \$6 advance from the cashier.

Q. Did he give you that in money?—A. Yes, sir.

Q. Did you ask him for it?—A. Yes, sir.

Q. What time in the month?—A. I don't recollect now; a little before election.

Q. What did you want that money for?—A. I wanted to contribute of my own free will to the secretary of the democratic committee.

Commissioner OBERLY. Democratic committee of what; of the city or state?

- A. Of the city.
- Q. The democratic city committee?—A. Yes, sir.
- Commissioner LYMAN. You made a contribution of \$6 to that committee?
- A. Yes, sir.
- Q. Did anybody ask you for that contribution?—A. No, sir.
- Q. Did any one ever ask you for it personally, in the office or elsewhere?—A. No, sir.
- Q. A voluntary contribution on your part?—A. Yes, sir.
- Q. Did you tell the cashier what you wanted the money for?—A. No, sir.
- Q. Did any one in this office, postmaster, or any one else ever say anything to you about making a contribution?—A. No, sir.
- Q. Did any one ever mention the subject to you?—A. No, sir.
- Q. It has not been the subject of conversation?—A. No, sir.
- Mr. HARRITY. Have I ever had any conversation with you, directly or indirectly, as to a political contribution or your political action?
- A. No, sir.
- Q. Have I had any conversation with you upon any subject since your appointment?—A. You never spoke to me since I was appointed.
- Q. You were reached regularly on the civil-service list, appointed substitute carrier, and in due course appointed as letter-carrier?—A. Yes, sir.
- Q. You have never seen me upon any subject whatever?—A. No, sir.
- Commissioner LYMAN. Before you came into this office were you in the habit of making political contributions?
- A. Not in the habit. I always gave a little contribution when I chose to do it.
- Q. You were in the habit of doing it occasionally?—A. Only occasionally.
- Mr. HARRITY. Are you a member of any political organization?
- A. Yes, sir; the Italian democratic association.
- Q. Located where?—A. Eighth, below Fitzwater street, Christopho Columbo hall.
- Q. You have been a member of the association for some time?—A. Since 1880.
- Q. You pay dues?—A. Yes, sir.
- Commissioner LYMAN. Have you been more active in political matters since you have been in this office than you were before?
- A. I have not bothered with politics at all; I am just a member.

TESTIMONY OF MR. FRED. FELDER.

FRED. FELDER testified as follows:

- Commissioner LYMAN. What is your position in this office?
- A. Letter-carrier.
- Q. What is your salary?—A. Six hundred dollars.
- Q. How is that salary paid?—A. Monthly.
- Q. In money or by check?—A. Check.
- Q. Do you remember what the amount of the check was that you received for last month's salary?—A. The check amounted to \$46.66.
- Q. I want you to tell me whether the check you received was for the full amount of your salary.—A. Yes, sir; the check was \$40.66.
- Q. Your salary amounted to \$46.66?—A. Yes, sir.
- Q. Why was this difference between the amount of salary and check?—A. I borrowed \$6.
- Q. From whom did you get that \$6?—A. I got the \$6 from the cashier.
- Q. Will you state what you did with that \$6?—A. I gave it to the city committee on Broad street; to Mr. Sensenderfer, secretary of the city democratic committee.
- Q. Did Mr. Sensenderfer ask you for that \$6?—A. No, sir; I gave it to him voluntarily.
- Q. Did any one else representing that committee ask you to make a contribution?—A. No, sir.
- Q. Did any one in this office ask you to make a contribution?—A. No, sir.
- Q. Did you have any conversation on the subject with any one in this office?—A. No, sir.
- Q. You state positively that it was a voluntary contribution on your part?—A. I do.
- Q. Did you inform the cashier at the time you borrowed the money that you wanted to contribute it to a political committee?—A. No, sir.
- Mr. HARRITY. Have I ever had any conversation with you about a contribution or political action in any respect? Have I ever talked with you about politics at all?—A. No, sir.
- Q. Have you ever heard me talking to my employes about politics?—A. No, sir.
- Commissioner LYMAN. Were you in the habit of making political contributions or paying political assessments before you came into this office?—A. Yes, sir; I always contributed.

Q. Are you a member of any political club or committee?—A. No, sir.

Q. Have you been more active in political matters since you came into this office than you were before?—A. No, sir.

TESTIMONY OF MR. JOSEPH M. KNOBLACH.

JOSEPH M. KNOBLACH testified as follows:

Commissioner LYMAN. What is your position?

A. Letter-carrier.

Q. What is your salary?—A. Six hundred dollars a year.

Q. How is that salary paid?—A. Paid monthly.

Q. In cash or by check?—A. By check.

Q. Do you remember the amount of the check which you received for your salary last month?—A. I could not tell exactly.

Q. Was it \$40.66?—A. It was more than that.

Q. Was it \$46.66?—A. Like that.

Q. Was the check for the full amount of your salary for that month?—A. No, sir; I had borrowed \$6.

Q. You had borrowed that from whom?—A. From the office.

Q. Do you mean in the cashier's office?—A. Yes, sir.

Q. Of the cashier?—A. Yes, sir.

Q. What did you do with it?—A. I paid that money into the city committee.

Q. What committee do you mean? The city democratic committee?—A. I believe so; to Mr. SENDERFER.

Q. Were you asked to make that contribution to the city committee?—A. No, sir; I did it willingly.

Q. Did you have any conversation about making a contribution with any one in this office?—A. No, sir.

Q. You state that no one, either in this office or elsewhere, asked you to make a contribution to that committee?—A. No one.

Q. Are you a member of any political club or organization in this city?—A. No, sir.

Q. When you received this money from the cashier did you tell him what you wanted it for?—A. No, sir; I did not.

Mr. HARRITY. Did you ever hear me ask anybody for political contributions or to influence their political action?

A. No, sir; I did not.

Commissioner LYMAN. Were you in the habit, before you came into this office, of making political contributions or paying political assessments?

A. Yes, sir; when I had the money to spare I made contributions.

Q. Are you a member of any political committee or political club?—A. No, sir; I am not an active member; but I contribute to a certain club at times—the Samuel J. Randall club, of the eleventh ward. I have not paid dues of late, but I did pay dues for a while. I buy tickets from them for a benefit or anything of that kind.

Q. Have you been more active in political matters since you came into this office than you were before?—A. No, sir; I have not.

TESTIMONY OF POSTMASTER HARRITY.

Commissioner LYMAN. The commission is in receipt of an affidavit, made by R. B. Bolton, at Reading, Pa., on the 10th day of March, 1887, in which it is stated that after the present postmaster was qualified many persons were dismissed from the government service for political reasons, which can be proved by calling Dr. Harry T. Guss, and asking him to detail the circumstances of his removal and a conversation between himself and the present postmaster. The affidavit is as follows:

"Robert B. Bolton, being duly sworn according to law, deposes and says as follows:

"That he is now employed in an iron works at Reading, Pa., and is unable to leave that city for the purpose of testifying before the United States Civil-Service Commission, his present position being one in which he has a large force of men under him requiring his constant supervision.

"That he was employed in the Philadelphia postoffice from January 16, 1884, until October 27, 1886, having entered the service after having passed a competitive examination under the rules.

"That he was in and about the said postoffice and in constant association with the employes thereof in the discharge of his duties at the time that an examination was held in February, 1886; that Assistant Custodian Cahill was stationed at a point where candidates passed on their way to the examination-room, and that certain of them were directed to Custodian Gerker's office and were there supplied by certain persons with the answers to questions that were to be propounded in the examination.

"That this information was given to deponent by two employés of Colonel Gerker's office, whose names deponent is unwilling to give in the absence of any guarantee that their positions would not be jeopardized thereby.

"That after the present postmaster was qualified many persons were dismissed from the government service for political reasons, which can be proved by calling Dr. Harry T. Guss and asking him to detail the circumstances of his removal and a conversation between himself and the present postmaster, and also by calling and examining John A. Goddard, John Smith (for 21 years a paper-caser), Peter also Zachariah Simson, Lewis N. Bedford, John J. Mountjoy, and Charles Campbell Evans and Edward Taylor, late clerk at window 34.

"ROBERT B. BOLTON.

"Sworn and subscribed before me, a notary public at Reading, Pa., this 10th day of March, 1887.

"JAMES R. KENNEY,
"Notary Public."

Commissioner LYMAN. Will you state, Mr. Harrity, if you have any recollection on the subject—the circumstances connected with the removal of Dr. Guss from the office?

Commissioner OBERLY. And inform us if you made the statement that his removal was for political reasons only?

Postmaster HARRITY. I don't recollect any conversation in that direction whatever. I think Mr. Guss, who had just graduated from one of the universities in this city as a doctor of medicine, did come in to see me to advise me of the fact and to put his resignation in my hands. I certainly am clear in my recollection that there was no statement which directly or indirectly conveyed or justified the inference that he or any body else was being removed for political purposes. The records show that Dr. Guss resigned his position here, and my present recollection is that at his request I furnished him with a letter testifying to his integrity, and that there had been no complaint against him. With your permission, I will read Dr. Guss's resignation. It is upon his own paper, upon which this imprint occurs:

H. T. GUSS, M. D., 404 S. EIGHTH STREET.,
Philadelphia, Pa., June 26, 1886.

SIR: My resignation as clerk in the postoffice is herewith tendered, to take effect June 30, 1886. In retiring I do so with the consciousness of having always endeavored to do my duty. I shall devote my time in the future to the practice of my profession.

Respectfully,

HARRY P. GUSS.

Hon. W. F. HARRITY,
Postmaster.

Commissioner OBERLY. Did you ask Mr. Guss for his resignation?

A. No, sir. His resignation was not suggested; and since that letter has been brought to me I am inclined to believe that it conveyed to me the first intimation I had of his intention to leave the service. That interview, it is probable, was brought out because of his desire to have a letter from me. Having pursued his studies at a university during his clerkship, and having graduated, his intention and movement was based, so far as I was given to understand, upon his purpose to practice a profession which he had espoused. I ought to add that Mr. R. B. Bolton, who wishes the affidavit and who has written a letter to the commission to which my attention has been called [see Exhibit M], did, as he states, resign from the service, and that after having been apprised of his intention to resign I had an interview with him as to the reasons for his resignation, and the only one assigned was that he had been tendered a position in Reading that would pay him \$1,400 a year when he was getting but \$800 or \$900 then in this office. I am rather clear in my recollection that I stated to him that some temporary inconvenience might be occasioned, because it would take some time to determine upon a suitable man to succeed him. Mr. Bolton is not removed as he has stated, but I think it fair to myself to say that he had, at least two occasions, been sent for by me because of complaints made by patrons of the office as to his manner in dealing with them; on which occasions he was admonished to be more courteous and careful. I would like also to call the commission's attention to the fact that while Mr. Bolton makes very broad assertions as to ignorance and illiteracy of those appointed by me into the service, who passed a civil-service examination, and while in his communications he states that the number is large, in fact the great majority are illiterate and ignorant, yet he fails to name a single such employé, notwithstanding, as he states, he was mingling with them and among them from the time of their appointment until his resignation from

the service. Mr. Bolton fails in that particular, just as others who have made the assertion or insinuation, have failed.

Commissioner OBERLY. Do you know of any employé of this postoffice who is unable to read and write, or who lacks the qualifications necessary to pass the examination for the grade occupied by him?

A. I do not. There have been some appointments from the civil-service list, made by me, of persons who have not, after trial by permanent appointment and as substitutes, given promise of being fitted for the work, but in none of those cases was it because of a deficiency of their education.

Q. Have you ever had reported to you the name of any employé as a man lacking the necessary educational qualifications for the position occupied by him?—A. There has been no such person reported to me or any one of which such complaint was made, unless that referred to, and such information came to me through the public prints that Peter P. Fox, whom I had appointed, was too illiterate to have passed a civil-service examination, and that for that reason there had been a personation in the taking of the examination by which his son was said to have passed the examination and the father received the appointment. That was thoroughly investigated by the postoffice inspectors and found not to be true. That was the only case, as I have said, and it shows the recklessness with which such charges and insinuations have been made. Peter P. Fox was a pharmacist, carrying on business at Twenty-second and Spruce streets, in or near, perhaps, the most intelligent portion of this community. Among his vouchers for appointment was a republican judge of the court of common pleas in this county, and some leading merchants.

Q. This affiant states that a number of people, whose names are given in the communication, were removed for political reasons. Did you remove any of them for political reasons?—A. No, sir.

TESTIMONY OF MR. JOHN H. CAHILL.

JOHN H. CAHILL testified as follows:

Commissioner LYMAN. Are you employed in the public service?

A. Yes, sir.

Q. In what capacity are you employed?—A. Assistant custodian of this building.

Q. In what department?—A. Custodian's department.

Q. Are you employed in the Postoffice or the Treasury Department?—A. Treasury Department.

Q. Who is the custodian of this building?—A. Mr. Frederick Gerker.

Q. Will you state exactly or approximately the number of employés in the custodian's office?—A. Some 46—different classes of employés.

Q. Were you employed in that office as assistant custodian at the time a civil-service examination was being held in this building in February and first days of March, 1886?—A. Yes, sir.

Q. Do you recollect anything about that examination?—A. In my line of duty I remember giving orders to my janitor to have the rooms prepared. I received orders to prepare the rooms.

Q. Were you acquainted with any of the applicants who appeared in that examination?—A. Yes, sir; I remember several parties.

Q. Were any of those applicants at any time in the custodian's office or in the rooms assigned to the custodian for office use?—A. Yes, sir.

Q. Will you state for what purpose any of those applicants were in the custodian's office?—A. They came in to inquire where the examination was being held. Several times I directed them to room 31, second floor.

Q. Do you know whether any of those applicants came into the custodian's office or approached any person connected with the custodian's office for the purpose of obtaining information in regard to the questions used in the examination?—A. I have no knowledge directly or indirectly.

Q. Do you know whether any of those applicants obtained information in regard to the questions used in that examination, or the answers to those questions or any other questions, in the custodian's office?—A. No, sir.

Q. You have no information that any of the applicants who appeared at that examination obtained information from the custodian or any of his employés concerning the questions used in that examination or the answers to such questions?—No, sir.

Q. Have you heard any conversation on that subject among the employés of the custodian's office?—A. No, sir; I have not.

Q. Have you heard anybody say that applicants did get information from employés of the custodian's office, or others, concerning questions used in that examination or their answers?—A. No, sir.

Q. Did you observe anything during the progress of that examination that of-

to you or that you thought was improper on the part of the applicants or any connected with the examination?—A. No, sir; I did not.

Commissioner OBERLY. Do you know a man of the name of R. P. Bolton, formerly employed of the postoffice here?

A. I don't have any recollection of him. I might have met him. I don't know him.

By an affidavit by Mr. Bolton, made the 10th day of the present month, he states that assistant Custodian Cahill, meaning you, was stationed at a point where candidates passed on their way to the examination room, that is, to the examination of February, 1896, held in this building, and that certain of them were directed to Custerker's office and were there supplied by certain persons with the answers to questions that were propounded in the examination. Were you stationed by any means herein stated, for the purpose of directing candidates to that examination or of obtaining answers to the questions used at that examination?—A. No, emphatically say, no, sir.

Did you ever see any of the questions used at that examination before or during the progress of that examination?—A. No, sir; I did not; nor at any subsequent examination.

Did you ever see any answer to any question of that examination, prepared by you or prepared by anybody else, to be given to any of the applicants who entered the examination?—A. No, sir; I did not.

Commissioner LYMAN. You then deny in whole the charge contained or implied in the affidavit?

A. Every particular. I suppose, Mr. Lyman, during the morning of that examination my duty called me along the corridor. I was brought in contact with a great many strangers, who asked where the civil-service examination was going on, and persons coming in out of curiosity, with some knowledge that there was an examination going on, asked me where the room was, and in my tour through the corridor I read any question put to me. Beyond that I had nothing to do, directly or indirectly, with that examination.

Commissioner ARMITAGE. As assistant custodian, you are in control and have the custody of the whole building, including the postoffice floor?

A. Yes, sir.

Are you responsible for its care and condition?—A. Yes, sir.

Do you see to the discharge of your duty you are upon each and every floor of the building during the day?—A. Yes, sir.

Where generally most of the time, I presume, upon the floor where there is most work?—A. Yes, sir.

During pension-payment days generally on the second floor?—A. Yes, sir.

Since you have been assistant custodian there have been several civil-service examinations, both for the postal service and customs service, have there not?—A. Yes, sir; and some departmental examinations.

Did you observe anything different in the conduct of the examination of February, 1896, from the other examinations, except that there was a larger number of applicants?—A. Nothing except there were larger numbers.

REPORT BY MR. W. W. MONTGOMERY, PRESIDENT OF THE PHILADELPHIA REFORM ASSOCIATION.

W. W. MONTGOMERY. I want to make clear that we have made no charges. We have called to your ears charges that have been made and brought to our attention from numerous sources.

Commissioner OBERLY. You considered them of sufficient importance to bring to your attention, and consequently you must have believed there was sufficient ground to constitute a charge.

W. W. MONTGOMERY. We thought they were of sufficient importance, if supported by sufficient testimony, to make it our duty to call them to your attention. The result was, of course—what we wanted to arrive at—was whether the law had been justly administered. The charges were made and we only voiced them. We are a volunteer association in Pennsylvania, which looks after the enforcement of what we believe a beneficent law. As such an association, complaints are naturally made to us instead of being made directly to your commission. The evidence as to the truth or falsity of certain of these charges is, of course, beyond our control, but I think it is within your control. It has been impossible for us without assistance, which I think you may remember we asked for, probably in June, to ascertain the names of the individuals who passed the examination in February. It seemed to us our duty to call your attention to the charges. But we parry and disclaim any insinuations against the postmaster individually, or against any of the examiners, or any effort to fix the responsibility at any particular point, and we have not the necessary means of calling witnesses to do so.

REPORT OF THE UNITED STATES POSTOFFICE INSPECTORS.

Extracts from the report of the United States postoffice inspectors, referred to in Postmaster Harrity's report, is hereto attached, and marked as Exhibit N.

STATEMENT OF MR. JEROME A. MAHER, ACTING SECRETARY OF THE BOARD.

In reply to certain inquiries made by the commission, Mr. Jerome A. Maher, acting secretary of the board, made the following statement :

POSTOFFICE, PHILADELPHIA, PA.

GENTLEMEN: In answer to your inquiry, I would say that at the examinations held for this office February 25, 26, and 27, and March 2, 3, and 4, 1886 :

1. There were 342 persons who passed the carriers' examination, of whom 275 have been appointed, after having been duly certified, one applicant having withdrawn before certification.

2. There were 162 males who passed the clerks' examination, of whom 143 have been appointed, after having been duly certified.

3. There were 36 females who passed the clerks' examination, of whom 4 have been appointed, after having been duly certified.

The position on the register of eligibles of the 66 persons who passed the carriers examination, and who have not been appointed, is as follows : Nos. 3, 4, 27, 29, 36, 39, 48, 54, 57, 80, 82, 85, 88, 92, 109, 111, 130, 139, 150, 158, 160, 164, 168, 173, 175, 178, 180, 184, 189, 199, 202, 216, 218, 221, 226, 233, 234, 242, 244, 246, 248, 249, 258, 264, 272, 275, 278, 284, 287, 297, 300, 302, 315, 317, 319, 320, 323, 324, 327, 328, 331, 332, 333, 337, 338, 341.

The position on the register of eligibles of the 19 males who passed the clerks' examination, and who have not been appointed, is as follows : Nos. 11, 19, 26, 43, 67, 70, 80, 84, 85, 94, 123, 125, 133, 148, 162, 180, 184, 190, 198.

The position on the register of eligibles of the 32 females who passed the clerks' examination, and who have not been appointed, is as follows : Nos. 1, 8, 10, 21, 22, 31, 34, 41, 42, 47, 55, 60, 70, 71, 72, 79, 89, 92, 103, 110, 113, 116, 121, 142, 146, 149, 166, 167, 168, 169, 175, 178.

The names of the males and females were placed upon the same register of eligibles in the order of their excellence or grading. This makes the clerk's register of eligibles contain 198 names in all, which will explain why the numbers of male clerk range from 1 to 198.

Of the total number of 422 clerks and carriers thus appointed up to the present time the majority have been permanently appointed ; 3 or more have died ; some have declined ; others been removed, and a considerable number are upon the list of substitute clerks and carriers.

All of the appointments were made in order from the highest in grading or average, and every name upon the register of eligibles was certified the regular number of times.

I am, very respectfully, your obedient servant,

JEROME A. MAHER,
Acting Secretary, Postal Local Examining Board.

Hon. JOHN H. OBERLY, Hon. CHARLES LYMAN,
Commissioners.

EXHIBITS TO TESTIMONY.

[Exhibit A.]

[Civil-service reform association, 263 south Fourth street. Wayne MacVeagh, president. W. W. Montgomery, chairman executive committee. R. Francis Wood, secretary.]

PHILADELPHIA, November 9, 1886.

GENTLEMEN: The civil-service reform association of Philadelphia has been for the past six months the recipient of many complaints of fraud in the conduct of the examinations held February 25, 26, and 27 and March 3, 1886, at Philadelphia, of candidates for appointments to fill vacancies in the postoffice of this city, and also of violations of the civil-service rules on the part of the postmaster. Some of these allegations have been vague and some very specific.

The charges are in effect that the examination papers were opened before the examination and the contents made known to certain applicants, also that rule 8 of the amended civil-service rules has been constantly, if not habitually, violated.

Direct evidence of the truth or falsity of such statements is, from the nature of the case, very hard to get; but a far different character of evidence from what would be necessary in order to convict a prisoner in a criminal prosecution may produce a moral certainty of a fact in the minds of the community, and in a case like this, if not refuted, utterly destroy public confidence in the honest administration of a law. The following facts, repeated weekly in the public press and by the people in the streets—factually undenied, and true so far as this association, after careful investigation, has been able to ascertain—afford strong circumstantial evidence that the allegations which we speak are not without foundation, and in the interest of honesty should further investigated:

. That all, or the overwhelming majority, of the new appointees in the Philadelphia postoffice entering under the civil-service law and rules have been Democrats, though it is known that many republicans presented themselves for examination.

. That such appointments have been distributed evenly among the different election districts of the city.

. That though the percentage of those who were certified as having passed the examination was very much greater than at any previous examination held in this city, namely, about 80 per cent., whereas in previous examinations the percentage was less than 60 per cent., nevertheless among the appointees are numbers of men who can not spell ordinary words correctly nor write grammatically.

. That numerous discharges have been made of men who were informed by the postmaster that he had no complaint against them. This is a very convincing reason to the public mind of the truth of the accusations in question, as showing that the postmaster believed that he could select the appointees to fill the vacancies so credited.

As we have stated, these reports have been repeated so often and with so much detail, that there has arisen a general distrust in the public mind of the efficiency of the civil-service law. We will be pardoned for reminding you that the object of this law was not only the improvement of the public service, but chiefly the separation of the public service from politics and political management. Through the expenditure of considerable time and money this association has obtained strong evidence out of 184 appointments by the postmaster of Philadelphia all but two belong to a political party. We have in our possession a list of these appointees, a copy of which we send herewith, made with much care, and which we believe to be accurate. The correspondence which we inclose will show that the postmaster felt himself able to comply with our request to correct such inaccuracies, if any, as may exist. Our list shows further that these appointments have been distributed apparently with a very considerable degree of care among the election precincts of the entire city.

The conclusion to be drawn from the facts we have presented to you is that there must be a grave defect in the law itself or in the rules and regulations of the commission, or in the conduct of the examinations to which we have referred.

Our association has no power or authority to institute an investigation into the matter, but we feel we have laid before you such a state of affairs as demands an investigation on your part, to the end that if you can not rectify the past abuse you may be able to do what is perhaps of more importance, namely, prevent a recurrence of a similar failure in the operation of the law, and, above all, restore public confidence, which has been so severely shaken.

Respectfully, yours,

W. W. MONTGOMERY,
Chairman Executive Committee.

Messrs. ALFRED P. EDGERTON, CHARLES LYMAN, JOHN H. OBERLY,
United States Civil-Service Commission.

[Inclosure.—Copy.]

OCTOBER 30, 1886.

DEAR SIR: We inclose herewith a list of appointments in the Philadelphia postoffice, which we believe to be substantially correct. It is based upon reports from the public newspapers, and said to have been officially given them, and verified and corrected through sources at our command. May we hope that you will take the trouble to correct any inaccuracies in the list and return it to us. We venture to pre-

sume that, proving our motives are neither personal nor partisan, but simply the
provement of the civil-service law, you will find the time to answer our request.
have put ourselves to a good deal of trouble in this matter, so as not to cast any
due burden upon you.

THE SUBCOMMITTEE OF THE CIVIL-SERVICE
REFORM ASSOCIATION OF PHILADELPHI
By WM. HERBERT WASHINGTON

WM. F. HARRITY, Esq.,
Postmaster.

[Inclosure.—Copy.]

Postoffice appointments.

Ward.	Division.	Name.	Office.	Address.
First.....	2	Gannon, Philip	Clerk ...	121 Morris.
	8	Arnhold, David	do	712 Medina.
	9	Smith, Thomas C	do	1001 Dickinson.
	26	Hegeman, Samuel P	Carrier ..	1030 Watkins.
	32	Eisenger, John	do	617 Mercy.
	35	Moss, William J	Clerk ...	532 Winter.
Second.....	6	Lipton, Charles E	Carrier ..	827 Federal.
Third.....		Bradley, Charles P	Clerk ...	1221 Catharine.
	4	Delaney, John	Carrier ..	816 Catharine.
	3	McLain, John	do	518 Catharine.
Fourth	13	Riordan, Daniel J	do	811 Lebanon.
	1	McGooy, Henry	do	618 South Eighth street.
	2	Murphy, John P	Clerk ...	613 Annapolia.
	4	Frazier, Henry A	do	719 South Third.
	4	Young, John J	do	707 South Third.
Fifth	13	Fagan, Hugh J	do	731 South Ninth.
	2	Burbridge, Charles	do	403 South Third street.
Sixth	8	Keevan, James	Carrier ..	333 Gaskill.
	3	Murphy, Jeremiah	do	257 North Second.
Seventh		Cavanaugh, John J	Clerk ...	509 Cresson.
	4	Cuinmer, John	Carrier ..	422 South Tenth.
	4	Campbell, William L	Clerk ...	1038 Pine.
	8	Dooley, Michael J	Carrier ..	332 Dean.
	25	Henry Walter, jr	do	510 South Twenty-fourth.
		De Barros, C. Levin	Clerk ...	408 South Broad (resigned).
	10	Sabling, Charles	do	526 South Thirteenth.
		Hagan, John A	Carrier ..	1608 Lombard.
	5	Boyce, Thomas	do	1636 Sansom.
Eighth	5	McLaughlin, Thomas F	Clerk ...	1620 Sansom.
	8	Glackens, Maurice C	do	104 South Twenty-second.
	8	Mannasse, Samuel	do	229 South Ninth.
	11	Brophy, John A	do	1507 Locust.
		Fox, Peter P	do	2229 Spruce.
		Gillespie, Joseph A	do	231 South Tenth (resigned).
	3	O'Comner, John	Carrier ..	45 Fayette.
	6	Dougherty, Enos	Clerk ...	1501 Filbert.
Tenth	8	McGeoy, Edward	Carrier ..	42 North Sixteenth.
	3	Sheen, John F	do	1512 Summer.
	8	Botto, Joseph	do	1136 Race.
	8	Deward, William H	Clerk ...	1928 Spring.
	15	Halpin, Frank	do	1706 Summer.
	15	Corbet, ———	Carrier ..	1706 Cherry.
	15	Comber, John B	Clerk ...	308 North Eighteenth.
	7	Spraeth, George, jr	Carrier ..	146 Fairmount avenue.
Eleventh	7	Moran, John	do	706 New Market.
	7	Walsh, Michael	Clerk ...	124 Onas.
	8	Pleibel, Albert	Carrier ..	614 North Second.
	9	Knoblanch, Jos	do	806 Rachel.
	10	Given, Frank	Clerk ...	415 North Third street.
	10	Soeffing, Charles	Carrier ..	727 St. John.
	10	Strahle, Frank	do	705 Brooke.
	3	Landskron, Charles	do	343 Juliana.
	12	McCann, Felix	do	856 McGrath.
Thirteenth	12	Kleinfelder, Albert	Clerk ...	871 Lawrence.
	7	O'Gorman, Thomas E	do	509 North Ninth.
Fourteenth	15	Best, Loudin	do	846 North Eighth.
	19	Carroll, William	Carrier ..	1329 Olive.
Fifteenth	20	Sauers, George	do	
	11	Gowen, Miles	do	730 Bellevue.
	16	O'Leary, Jeremiah	do	1721 Carlton.
		Braceland, Frank P	do	1743 Pearl.
		Cloat, Samuel F	do	851 Perkiomen.

Postoffice appointments—Continued.

Vard.	Division.	Name.	Office.	Address.
th	16	Kilpatrick, Louis .....	.....	2025 Vine (resigned).
	29	O'Brien John	Carrier ..	2207 Callowhill.
	36	Ward, Thomas J	do	403 North Twenty-fourth.
	36	McGinley, Michael	do	2410 Callowhill.
th	1	Glennen, Michael	Clerk ...	28 Laurel.
	1	Flanagan, William	do	973 Beach.
	4	Crockett, Philip	Carrier ..	918 North Front.
	6	Kennedy, James J	Clerk ...	125 Otter.
enth	1	Michael Quinn .....	.....
	6	Morris F. Barry .....	.....
	7	Wm. Johnson .....	.....
	9	Edward Bowes .....	.....
	11	Joseph Wister .....	.....
	14	Emil Buckborn .....	.....
	15	Fred. Felder .....	.....
	17	Edward Mine .....	.....
nth	2	Goodwin, Charles E	Carrier ..	956 Marlboro.
	6	Hart, Wm. H	Clerk ...	1129 Crease.
	16	Nauman, Herman F	do	1326 Vienna.
	20	Phillips, Samuel S	do	1035 Vienna.
		Albertson, Marmaduke	Carrier ..	Otis, above Belgrade.
		Slemmer, Shannon	do	158 Richmond.
nth	1	John Quinn .....	.....
	3	William H. Smith .....	.....
	4	James C. Bigley .....	.....
	11	John Murphy .....	.....
	13	John Tobin .....	.....
	13	H. O. Ettinger .....	.....
	20	Edward McDonough .....	.....
	20	Harry Lynch .....	.....
	30	James McDermott .....	.....
	32	M. W. Hagen .....	.....
th	2	B. Frank Abbott .....	.....
	2	Joseph Gilbert .....	.....
	6	Frank McVey .....	.....
	14	James Moore .....	.....
	18	Peter Dalen .....	.....
	21	Frank McCaulley .....	.....
	22	M. J. Magee .....	.....
	26	M. C. B. Myers .....	.....
	29	John Ryan .....	.....
	32	George Dellow .....	.....
	32	J. Carr .....	.....
	35	Jesse Neco .....	.....
	35	Joseph S. Doran .....	.....
y-first		Milligan, John E	Carrier ..	666 Jackson, Manayunk.
		Haggerty, William	do	Levering, Manayunk.
		Maher, Michael	do	Grape street, Manayunk.
		Cunnie, John	do	Mechanics street.
		Beahan, Hugh	do	Penn street.
		McKernan, John	do	Main and Robinson, Manayunk.
		Nolan, Michael	Clerk ...	4061 Main street, Manayunk.
	2	Loughrey, Neil	Carrier ..	4234 Cresson, Manayunk.
	2	Maken, John F	do	4226 Cresson, Manayunk.
	3	Boyle, John	do	4315 Cresson, Manayunk.
		Wartman, Norwood	Clerk ...	4338 Bellair, Manayunk.
		O'Donnell, James	Carrier ..	4216 Manayunk avenue, Manayunk.
		Powers, Paul	do	Grape, above Cresson, Manayunk.
		Wilson, Archibald	Clerk ...	Cresson, above Cedar, Manayunk.
ty-second ..	14	McDowell, William B	do	71 Haines, Germantown.
		Connolly, John	Carrier ..	Cor. Penn and Green, Germantown.
		Connolly, Joseph	Clerk ...	Miller, below Wister, Germantown.
		Distel, Charles J	do	Springfield avenue, Chestnut Hill.
ty-third		Perkerson, John	Carrier ..	Bustleton.
		Wheeler, Richard	do	Holmesburg.
	12	Slavin, Bartholomew	do	4709 Leshar.
	15	Irwin, Stewart F	Clerk ...	4624 Frankford avenue.
		Ottey Edwin	Carrier ..	45 Church.
		McNulty, Hugh J	do	4422 Lelper.
		Boyce, Thomas C	Clerk ...	
ty-fourth ...	10	Cassidy, H. M	do	45 State (refused ap.).
		Clinger, Frank	Carrier ..	829 Holly.
		Lane, Edward	do	714 North Fortieth.
	17	Weidel, Augustus F	Clerk ...	3948 Lancaster avenue.
	23	McMenamin, Edward	do	924 Markoe.
	27	Young, Charles E	Carrier ..	5148 Lancaster avenue.
	22	Ellis, Charles	Clerk ...	655 North Forty-fifth.
	19	Loughrey, John .....	.....	723 North Forty-first (refused).
	31	Daly, James A	Clerk ...	916 North Forty-fifth.
	34	Fetters, William E	Carrier ..	4943 Girard avenue.

Postoffice appointments—Continued.

Ward.	Division.	Name.	Office.	Address.
Twenty-fifth	10	Madden, Michael.....	Clerk ...	2840 Salmon.
	27	Walker, Wm. H.....	...do ...	3507 North Seventh.
Twenty-sixth		Gluckeus, James	Carrier .	3138 Kensington avenue.
		Gill, Michael	Clerk ...	915 Federal.
		Guyon, Wm. F.....	Carrier .	1321 Austin.
		Thomas, Jno. J.....	...do ...	1169 South Tenth.
	5	Carney, Jas. A .....	...do ...	911 Lafayette.
	8	McLaughlin, Sam'l.....	Clerk ...	1238 Federal (discharged).
	9	Connell, Chas	Carrier .	1337 Clarion.
	9	Schaefer, Albert.....	Clerk ...	1405 South Juniper.
	9	O'Neill, Hugh	Carrier .	1241 Mosely.
	12	Dunn, Wm. F.....	...do ...	1510 Sanderson.
	20	Gillen, James .....	...do ...	1250 South Eighteenth.
	24	Martin, Francis E.....	...do ...	1941 Wharton.
	26	Kenney, Peter.....	...do ...	2329 Federal.
Twenty-seventh	3	Magee, Jno. A.....	Clerk ...	3602 Market.
Twenty-eighth ..	12	Conneen, Frank	Carrier .	1835 Woodstock.
	13	Vinson, Geo. W	Clerk ...	2007 Berks.
		Flood, Edward H.....	...do ...	2110 Uber.
	19	Boggs, Joseph C.....	...do ...	2152 Ridge avenue.
	27	Worl, Geo. W .....	...do ...	2049 North Eleventh.
	29	Banes, Geo. H.....	...do ...	2266 North Fifteenth (refused).
	34	Huber, Stephen J .....	...do ...	2400 Sharswood.
	10	McDevitt, Jas. B.....	.....	Refused appointment.
	2	Kearney, Joseph F.....	Carrier .	1231 North Sixteenth.
	5	Lanning, Edward.....	Clerk ...	1605 Thompson,
Thirtieth		Kite, Wm. L .....	...do ...	1532 Centennial avenue.
		Doyle, William.....	...do ...	768 South Sixteenth (refused).
	2	Maloney, Abraham B .....	...do ...	1507 Carpenter.
	8	Dowd, Thomas	Carrier .	1002 Dorrance.
	6	Walsh, Maurice C.....	Clerk ...	1813 Christian.
	16	O'Callahan, Henry	Carrier .	2422 Catharine.
Thirty-first	18	Meehan, Philip.....	...do ...	2211 Pemberton.
		Dunaway, Jas. J	Clerk ...	2505 Emerald.
	17	Ryan, Frank	Carrier .	2407 East Cumberland.
	24	Farley, John .....	...do ...	2658 Memphis.
	25	Grim, Benjamin .....	...do ...	2617 Memphis.

[Inclosure—Copy.]

NOVEMBER 3, 1886.

DEAR SIR: Acknowledging the receipt of yours of 30th ultimo, and replying to what might be considered at this time as the most material part thereof, I would say that a short time ago, when practically the same kind of information was asked for, the question was submitted to the Postoffice Department at Washington, and this office was advised that it would be contrary to the policy of the department to furnish such information, lists contained in the business registers as they are published being regarded as sufficient for the information of the public.

Very respectfully,

WM. F. HARRITY,
Postmaster.

W. HERBERT WASHINGTON, Esq.,
Chairman of Subcommittee of the
Civil-Service Reform Association of Philadelphia.

[Second letter to commission.]

[Civil-service reform association, 263 South Fourth street. Wayne MacVeagh, president. W. W. Montgomery, chairman executive committee. R. Francis Wood, secretary.]

PHILADELPHIA, November 15, 1886.

GENTLEMEN: Since our letter to you of the 9th instant we have received from four employés in the Philadelphia postoffice the inclosed letter.
As these gentlemen constitute the examining board at the postoffice, and as such are your subordinates, we think it proper to forward it to you.

By order of the executive committee.

Respectfully, yours,

R. FRANCIS WOOD,
Secretary.

CIVIL-SERVICE COMMISSION, Washington

[Inclosure—Copy.]

POSTOFFICE, PHILADELPHIA, PA.,

November 12, 1886.

DEAR SIR: We have read in the newspapers of this city, of the 10th instant, over your signature, an open letter addressed to the Civil-Service Commission at Washington, in which you say that your association "has been, for the past six months, the recipient of many complaints of fraud in the conduct of the examination held February 25, 26, and 27, and March 3, 1886, of candidates for appointment to fill vacancies in the postoffice of this city." You further say that it is charged "that the examination papers were opened and made known to certain applicants." Upon these and other allegations you ask the Civil-Service Commission to order an investigation of the examination in question.

The local board of examiners desires to say to you, in language the most unequivocal, that every accusation, insinuation, charge, inference, and assumption, so far as they relate to the actions of this board, or to the examinations held under its auspices in February and March last, are without foundation in fact, and are made by you and your association either ignorantly or with willful intention to mislead and deceive the public.

On the 23d of January, 1886, when, upon the application of the postmaster of Philadelphia, an examination for clerks and carriers was ordered to be held on February 25, 26, and 27, and March 2, 3, and 4, the names of 1,469 applicants were enrolled upon the records of the board awaiting examination. Of these, 990 had filed their applications on or before November 30, 1885, before Mr. Harrity was inducted into office. The entire number of individual applications filed before the last examination, March 1886, was nearly 2,000. Of these, 573 were dropped from the list by authority of the commission, under regulation 54, because their names had been enrolled more than six months prior to January 30, 1886. Of the entire number to whom formal applications were sent, 253 appeared and were examined for admission to the clerical service and 467 for the carrier force.

It may be proper to state for your information that, when the commission found that the number of applicants was unusually large, they appointed an additional member of the local examining board in the person of Mr. George F. Parker, assistant postmaster, who was elected chairman. Col. P. Lacey Goddard was appointed by the commission to fill a vacancy caused by resignation. The other members of the board were Mr. Jerome A. Maher, appointed July 2, 1885, and Mr. Edwin A. Barber, who had been a member of the board and its secretary since its organization, in June, 1883.

In accordance with the uniform custom of the commission, the printed papers were sent from Washington by the chief examiner, Mr. Lyman, one day previous to the first examination for each grade, and were received late in the evening. They were taken in charge by Mr. Maher, delegated by the board for that purpose, placed under lock and key in the foreign division, and kept there until the next morning. They were then taken to room 31, on the second floor of the postoffice building, when the seals were broken, the packages opened, and each set counted and verified by the chairman of the board in the presence of all the members of the class which had presented itself for examination. The same method was pursued in handling the questions for carriers. Throughout the entire examination all the papers were deposited each day in the safe provided for that purpose, and of which the chairman carried the key, no other member of the board having access to any of the documents until the safe had been opened. This plan was followed not only while the examination proper was in progress, but also during the six weeks consumed by the marking and grading of the papers.

During this examination the board was pleased to observe that a large number of the most intelligent persons in the city and State visited their rooms in order to show their interest or to gratify their curiosity. Persons of both sexes and of all political parties, and representatives from all the newspapers, visited us freely, asked questions concerning the methods of conducting the examination, the marking of the papers, and the formal certification to the appointing officers.

Referring to your published charge that question sheets were supplied by this board to certain persons previous to the recent examination, we most positively assert that either before, during, nor after the examination were we approached for copies of such papers by any person or persons, except three representatives of your association, who, we understand, were Messrs. Montgomery, Wood, and Washington, who were present at the examination, which request, as you are doubtless aware, was promptly but courteously refused on two occasions.

The marking of the papers followed the examinations proper. No member of the board knew the name of a single person represented by the 720 numbers with which we had to deal. Every paper was carefully graded in accordance with the printed regulations of the Civil-Service Commission, without favor to or a knowledge of any one of the applicants. We had not the least knowledge of political or religious opin-

ions of the applicants, nor of their nationality, occupations, or educational opportunities until the declaration sheets were opened after gradings were completed.

Of the 253 clerks examined, each one handled six sheets bearing the number assigned to him; and of the 467 carriers examined, each one handled five sheets bearing his number. This made a total of 3,853 sheets handled during the examination, and at the conclusion of the marking not one of these sheets was missing from the files of the board. Every sheet received from the commission had been accounted for.

While the grading of the papers was in progress a letter was received from Hon. Charles Lyman, chief examiner of the Civil-Service Commission, bearing date March 6, 1886, directing attention to a report that some one obtained "from some member of the postoffice examining board the questions, with their answers, used in the late examination for letter-carriers, and that he attended the examination and gave his friends among the applicants the benefit of the information thus obtained." The board was requested to investigate the charge and make report. This it did, and on the 13th of March sent a letter to the commission, in which it denied the charges, and explained the methods pursued in the conduct of the examination. Under date of March 23 the commission replied in the following letter, which is so plain that it is difficult to misread it:

"UNITED STATES CIVIL-SERVICE COMMISSION,

"Washington, D. C., March 23, 1886.

"GENTLEMEN: Your reply of the 13th instant to my letter of the 6th instant, relative to alleged irregularities during the recent examinations for letter-carriers at Philadelphia, was duly received and considered by the commission, and I am directed to say is an entirely satisfactory answer to the accusation against yourselves, individually and collectively, and the commission is glad to avail itself of this opportunity to give expression to the confidence it has always felt, and continues to feel, in the honesty and trustworthiness of its board of examiners for the postal service at Philadelphia.

"It gives me pleasure to say that my own feelings are in entire accord with those of the commission in this matter.

"Very respectfully,

"CHAS. LYMAN,
"Chief Examiner.

"GEO. F. PARKER, *Chairman,*

"E. A. BARBER, *Secretary,*

"JEROME A. MAHER,

"P. LACEY GODDARD,

"Board Examiners, Philadelphia, Pa."

During the examination on the 20th of February the chairman discovered that one applicant was using an elaborately-constructed key, or "pony," to assist him in his work. The secretary detected another person using a like contrivance. These papers were promptly taken by the examiners, marked with the numbers of the applicants using them, and attached to their examination sheets. When, in due course, their sheets were reached, the board, under date of March 17, 1886, advised the commission fully of the facts, informing them that, under the rules, they had declined to mark the papers of the two applicants, and asking for further advice. Under date of March 22, 1886, the commission replied, fully sustaining the action of the local board in refusing to grade the papers.

There has never been a time when you might not have secured all the information contained in this letter; but not one of your committee ever had the manliness to make any application in writing or to inquire of any member of the board as to the truth of the matters which you allege. You have rather preferred to get your facts from partisan and unfair attacks in the newspapers and from "people on the streets," as you naively express it. You carried your budget to the Civil-Service Commission months ago, only to be told that its contents were trivial and unworthy of serious consideration. You have sought notoriety in the public press; but there has apparently been no time when you endeavored to ascertain the truth. You have shielded yourself behind a refuge of lies in order that you might attack the characters of men holding high and responsible positions under the federal government. No man who fills any office in which recourse to the civil-service law is necessary for the purpose of filling vacancies has ever received a single encouraging word from you. Even the humble instruments of the law in the postoffice and custom-house have been subjected to your animadversions or to your puerile or malicious misrepresentations. Mr. Dorman B. Eaton, late president of the Civil-Service Commission, took occasion to rebuke you at a public dinner a few months ago for your unwarranted attack upon a high public official. It may be that reformers by profession can do these things, but gentlemen and men of dignity and character who really believe in the principles of

civil-service reform have never yet successfully resorted to them and won the confidence of the public.

We do not make this statement for the purpose of vindicating our board before your association, because we do not recognize its jurisdiction. But there may be fair-minded persons who, being ignorant of the true facts, may be misled by the groundless charges which you have preferred, and which you have, so far as we learn, made no effort to substantiate.

Respectfully,

GEORGE F. PARKER,
EDWIN A. BARBER,
P. LACEY GODDARD.
JEROME A. MAHER,
Local Examining Board.

W. W. MONTGOMERY, Esq.,
Chairman Executive Committee, Civil-Service Reform Association of Philadelphia.

Exhibit B.

CIVIL-SERVICE REFORM ASSOCIATION, 218 SOUTH FOURTH STREET,
Philadelphia, March 4, 1887.

GENTLEMEN: We have received your letter of the 2d instant, informing us that you will visit the Philadelphia postoffice on the 8th instant. We regret the delay which has occurred in the investigation which we asked you to make, and the consequent dispersion of the several persons who had called our attention to the facts of which we complained. We desire also to call your attention to the terms of our letter of November 9, 1886, in which we stated to you the nature of the charges which were current in the city of Philadelphia in regard to the examination therein alluded to. We there said, "These reports have been repeated so often and with so much detail that there has arisen a general distrust in the public mind of the efficiency of the civil-service law."

In consequence of the want of faith in the integrity and impartiality of these examinations which has not unnaturally prevailed here among those who have seen, as they claim, a virtually uniform selection of appointees made from one party, notwithstanding the alleged impartiality of the examinations, the complaints thereby recited have generally been made to this association rather than to your commission, upon which alone the legal and official duty is devolved of ascertaining whether such complaints are well grounded.

This is an association of unofficial private citizens, interested simply as such in the efficient enforcement of what they deem a valuable and beneficent act of Congress, which the existing administration has pledged itself to execute.

As such, we welcome your visit, believing that you will be able to discover the causes from which the foregoing unfortunate condition of public feeling arises, or to satisfy and set at rest these rumors, which are to the detriment of the service. We desire it distinctly understood, however, that being simply private citizens, charged with no official duty to the Government, as you are, we can not assume in whole or in part the duties of investigation with which you, as such Government officials, are specifically charged. Still less can we assume for ourselves or our association the attitude of public prosecutor. We are but the channel, so to speak, by which public accusations are brought to your ears, which may be well founded or may be without proper basis.

We submit herewith certain statements and affidavits and the names of witnesses, which may at least serve to indicate a line of inquiry, which is the extent of our responsibility.

But it is easy for you to learn whether the intention of the law has been attained and a non-partisan service secured. Access to the records has been closed to us, but if the same virtual uniformity prevails throughout in making appointments from a single political party as has been credibly evidenced among the 186 appointees whose names we have been able to learn, then we unequivocally assert that the public has been deceived in its legitimate expectations of the working of the law, and we call upon you to ascertain and declare to what cause this is due, to the end that our citizens may know where to attach the blame and whence to expect a cure.

We have forwarded to the commission, on November 8, 1886, a list of 186 names of alleged appointees in the Philadelphia postoffice prior to that date, verified by us with great care, showing the distribution of the appointments among the wards of the city, and that but two of them were republicans; also correspondence with the postmaster in regard to the accuracy of this list.

We inclose—

(1) Affidavit as to political activity of the respective appointees named by us all but a few outlying wards).

(2) List of names given to the secretary or other officers of the association, from time to time, as persons who can testify, if they will, that certain candidates at examination of February, 1886, received assistance from outside at the time of said examinations, and the means by which such assistance was given.

(3) Names given to the association as men who can give information, if they wish, of alleged irregularities at the time of the said examination.

Very respectfully,

W. W. MONTGOMERY,
Chairman Ex. Committee

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

[Inclosure—Copy.]

Affidavit as to political activity of appointees.

Albert L. Foulkes, being duly sworn according to law, deposes and says, that he has made careful inquiries as to the political activity of the following list of recent appointments to the Philadelphia postoffice, and that the information as to each name is true and accurate to the best of his knowledge and belief:

First ward :

Gannon, Philip, a very active worker.

Rost, Earnest, a very active worker.

Armhold, David, a very active worker; canvassed several divisions before last election.

Smith, Thomas C., an active worker generally. Judge of election or some other position.

Hegener, Samuel P., a young man, does what he can; told me personally he was an active worker.

Gormley, Michael, mail agent, not a civil-service man.

Eisenger, John, a very active worker.

Moss, William J., an active worker had been elected minority inspector; but account of position did not act. Electioneered last election.

Donahue, John, one of the hardest workers in the division.

Reagan, Edward, a good worker, does what he can.

Third ward :

Bradley, Charles, no worker.

Delaney, John, an active worker.

McLain, John, a fair worker, electioneered last election.

Reardon, Daniel, held window book, electioneered, etc.

Fourth ward :

McGovy, Henry, always did what he could, electioneers, etc.

Murphy, John E., an active worker, electioneered, etc.

Frazier, Henry A., not a worker.

Young, John J., not a worker.

Fagen, Hugh J., one of the best workers in the division; worked at the polls last election.

Fifth ward :

Burbridge, Charles, an active worker; inside officer last election.

Keavan, James, always an active worker, electioneers, etc.; has a brother successor of the division.

Sixth ward :

Murphy, Jeremiah, inside officer last election.

Cavanaugh, John J., clerk; together with his brother carry the division; electioneered last election.

Seventh ward :

Crimmen, John, electioneered last election; his father one of the most active workers.

Campbell, William L., considered the best worker in the division.

Dooly, Michael J., very active worker.

Henry, Walter J., always took an active part as inside officer, etc.

Sahling, Charles, not of age.

Hagen, John A., an active worker, electioneered, etc.

Ferrell, John, an active worker, electioneered, etc.

hth ward :

Boyce, Thomas, not a worker.

McLaughlin, Thomas F., an active worker.

Glackens, Maurice C., an active worker, electioneered, etc.

Manasse, Samuel, not a worker.

Brophy, John A., not a worker.

Fox, Peter, an active worker ; always did what he could for the party.

th ward :

O'Connor, John, not a worker.

Dougherty, Enaos, not a worker.

McGevey, Edward, an active worker, held window book, electioneered, etc.

th ward :

Sheehan, John, not a worker.

Botto, Joseph, an active worker, electioneered, held window book last election, wore a badge.

Deward, William H., not a worker.

Halpin, Frank, not a worker.

Colbert, John, always took a hand, electioneered last election.

Comber, John, always took a hand, held window book, etc.

venth ward :

Spaeth, George, jr., carrier, always took an active part in politics.

Moran, John, carrier, electioneered last election.

Walsh, Michael, clerk, electioneered last election.

Baker, Albert B., carrier, held window book last election.

Pleibel, Albert, inside officer on several occasions, electioneered at last election ; at present on leave of absence, can make more money at painting.

venth ward :

Knoblauch, Joseph, carrier, no politician.

Given, Frank, clerk, active worker, electioneered last election.

Soeffing, Charles, carrier, active politician, electioneered, etc., before appointment.

Strehle, Frank, carrier, has no influence, but does what he can.

elfth ward :

Landskron, Charles, carrier, always took an active part in election, held window-book, etc.; think he electioneered last election, but information uncertain.

McCan, Felix, carrier, one of the hardest workers in the division ; got excused to electioneer last election.

Kleinfelder, Albert, clerk, hard worker, electioneers, etc.; on mail-car between Harrisburg and Philadelphia.

irteenth ward :

O'Gorman, Thomas E., clerk, a young man whose father is one of the hardest workers in the ward, holds window books, etc.

Best Loudon, clerk, formerly of the twentieth ward, where he took an active part in politics and now takes an active part in fifteenth division, thirteenth ward.

urteenth ward :

Carroll, William, carrier, member of ward executive committee.

Lauers, George, carrier, member of ward executive committee.

nth ward :

Cavanaugh, Robert, always took a hand, electioneered, etc.

nth ward :

Shonert, Albert, an active worker, electioneers, etc.

Creamer, William H., does what he can ; electioneered last election.

fteenth ward :

Logue, Edward, always done all he could for the party, electioneered, etc.

Gowen, Miles, not a worker.

O'Leary, Jeremiah, always electioneered, etc.

Braceland, Frank, always electioneered, etc.

Cloat, Samuel, an active worker, electioneered, etc.

O'Brien, John, an active worker, electioneered, etc., last election.

ixteenth ward :

Glenn, Michael, an active worker.

Flanagan, William, an active worker.

Crockett, Philip, an active worker ; for particulars as to influence used for his appointment call on Mr. Diehm, northwest corner Front and Laurel.

Kennedy, James, no worker.

Craven, William, one of the best workers in the division.

Walls, Thomas, an active worker, electioneered last election.

eventeenth ward :

Quinn, Michael, a good worker, electioneers, etc.

Barry, Morris, a good worker, electioneers, etc., and contributes a little money when needed.

Seventeenth ward—Continued.

Johnson, William, carrier; never tool a hand until last election, when he electioneered, and done very well for a new hand.

Bowes, Edward, carrier, always took an active part, electioneers, etc.

Wistar, Joseph B., carrier, holds window-books, electioneers, etc.

Buckborn, Emil, carrier, a good worker, electioneers, etc.

Felder, Fred, always took a hand, a good worker.

Mihno, Edward, carrier, a good worker; for a short time in custom-house; electioneered last election day.

Nineteenth ward:

Smith, William H., clerk, not an active man; his father was one of the hardest workers in the division.

Bigley, James, an active worker, electioneers, etc.

Kelley, John, clerk, one of the best workers in the division, electioneers, etc.

Murphy, John, clerk, one of the best workers in the division.

Tobin, John, an active worker, electioneers, etc.

Ettinger, H. O., young, yet does what he can; his father is a very active worker.

McDonough, Edward, no politician.

Lynch, Harry, carrier, no worker.

McDermott, James, clerk, an active worker, electioneered last election.

Hagen, Michael, clerk, not much of a worker; several brothers very active workers.

Twentieth ward:

McVey, Frank, clerk, an active worker, electioneers, etc.

Moore, Joseph, carrier, no politician.

Dulla, Peter, takes no active part.

Magee, Michael, no worker; his father one of the most active workers in the division.

Twentieth ward:

Ryan, John, one of the hardest workers in the division.

Dellow, George, carrier, an active worker, always done what he could for the party.

Carr, Peter R., an active worker, electioneers, etc.

Neece, Jesse, an active worker, always did what he could for the party.

Doran, John S., votes the democratic ticket, nothing more.

Twenty-sixth ward:

Gill, Michael, no worker.

Guyan, William F., always a very active worker.

Thomas, John J., a good worker, electioneers, etc.

Carney, James A., the best worker in the division.

Connell, Charles, a fair worker, does what he can.

O'Neill, Hugh, no worker.

Schaeffer, Albert, one of the best workers in the division.

Dunn, William, an active worker, electioneered last election.

Gillen, James, an active worker in eighteenth ward, does all he can in twenty-sixth, clerks, etc.

Martin, Francis; his father the best worker in the division.

Kenny, Peter, a very active worker.

Porter, Alex, formerly a republican, changed before making application, now a good worker.

Thirtieth ward:

Meehan, Philip, not a worker.

Maloney, Abram, one of the best workers in the division.

Dowd, Thomas, an active worker.

Walsh, Maurice, no worker.

O'Callahan, Harry, an active worker, holds window-books, electioneers, etc.

Thirty-first ward:

Dunaway, John, no worker.

Ryan, Frank, always an active worker, generally inside officer.

Farley, John, always an active worker, electioneered, etc.

Grim, Benjamin, always an active worker, electioneered, etc.

Eighteenth ward:

Goodwin, Charles, always an active worker, electioneered, etc.

Hart, William H., always a very active worker, electioneered, etc.

Newman, Herman, took an active part.

Albertson, Marmaduke, took an active part.

Sleunner, Shannon, an active worker, electioneered last election.

A. L. FOULKES.

Sworn to and subscribed before me this 1st day of December.

[SEAL.]

JOHN G. LAMB,
Notary Public.

[Inclosure—Copy.]

List of names given to the association as men who can give information, if they will, of alleged irregularities at the time of the said examination.

Charles W. Campbell, jr.....1007 South Nineteenth street.
 John J. Mountjoy "Record" office.
 Robert B. Bolton 241 Greenwich street, Reading, Pa.
 Sidney Marlow, care of.....Drinkhouse, Fourth street, above Market, Philadelphia.

[Inclosure—Copy.]

List of names given to the secretary or other officers of the association as persons who can testify, if they will, that certain candidates at the examination of February, 1886, received assistance from outside at the time of the said examinations, and the means by which such assistance was given.

Charles Sahling.....Now or late an employé in postoffice.
 Felix McCannNow or late an employé in postoffice.
 John H. Fow206 South Seventh street.
 W. H. Thornton.....Now or late employé of custom-house, stationed at postoffice.
 John O'NeillCorner Oxford and Warnock streets.

[Exhibit C.]

POSTOFFICE, PHILADELPHIA, PA., March 17, 1886.

CIVIL-SERVICE COMMISSION,
 Washington, D. C.:

GENTLEMEN: In the examination by the local board of the Philadelphia postoffice, held for clerks on Friday, February 26, we discovered that two of the applicants were using keys or "ponies" to assist themselves. It was near the close of the examination when these discoveries were made in each case. These keys were taken from the applicants and attached to the first sheet of their examination papers. They were numbered 179 and 207. When the marking of these papers was reached the sheets belonging to these applicants were thrown out, with the exception of No. 3 belonging to No. 179. By an oversight one of the examiners marked this sheet, but soon discovered his error. It was pinned with the other papers belonging to this applicant.

Inclosed herewith you will find all the papers belonging to these applicants, together with the keys which were taken from them. No. 179 had constructed his key upon the supposition that he would have the same questions that were given to the first class on Thursday, February 25. Besides this, he had—as you will observe—written down a large number of mountains, names of states, rivers, and cities, some of which would answer questions in his own examination. No. 207 had gone more fully into the making of his key, with the result that it covers in brief pretty much every subject which he thought might arise in the examination.

In transmitting these papers to you, we would respectfully request that you forward us a letter to be sent to the applicants, explaining the action of the local board, and giving your own decision in the matter. We do not, of course, know who the applicants are, and as they are entitled to notice along with the others, we are impelled to ask that you will favor us with your decision in the case at the earliest agreeable moment.

The marking of the papers for the clerk's examination will be concluded to-morrow, and the notices sent out either that day or early on Friday.

Awaiting your pleasure in the matter, we are,

Very respectfully,

GEORGE F. PARKER,
 Chairman.

E. A. BARBER,
 Secretary.

The "keys" are filed with examination papers.—Commission.

[Exhibit D.]

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., March 22, 1886.

DEAR SIR: Your letter of the 17th instant is received, containing sealed envelopes numbered 179 and 207, of applicants for examination by the local board of examiners for the Philadelphia postoffice, February 26, and also the examination papers, together with "keys" or "ponies," which were secretly used by the applicants until detected.

I am directed by the commission to reply that the action of the board in refusing to mark these papers as regular examination papers entitled to consideration by the board or the commission is approved.

In giving notice to these applicants of your action and of its approval, it may be stated that bad faith, or fraud, during an examination, of which the applicants were certainly guilty, was a violation of the regulations of the commission; and it was the duty of the local board fully and promptly to report the facts to the commission, as has been done in this case, and the action of the local board is approved.

Envelopes numbered 179 and 207, with the examination papers and keys, are herewith returned, to be kept by your board on file.

And I am, your obedient servant,

RO. D. GRAHAM,
Secretary.

GEORGE F. PARKER, Esq.,
Chairman Board of Examiners, Postoffice, Philadelphia, Pa.

[Exhibit E.]

U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C., March 6, 1886.

DEAR SIR: Your attention is respectfully called to the following statement made to the commission, viz: "It is rumored in Philadelphia that Mr. John H. Fow, a lawyer of that city, obtained from some member of the postoffice examining board the questions—with their answers—used in the late examination for letter-carriers, and that he attended the examination and gave to his friends among the applicants the benefit of the information thus obtained."

The board will, of course, need no further incentive to an exhaustive examination of this incredible accusation.

Very respectfully,

CHAS. LYMAN,
Chief Examiner.

E. A. BARBER, Esq.,
Secretary Board of Civil-Service Examiners, Postoffice, Philadelphia, Pa.

[Exhibit F.]

POSTOFFICE, PHILADELPHIA, PA.,
March 13, 1886.

GENTLEMEN: In reply to Chief Examiner Lyman's communication of March 6, in reference to alleged irregularities during the recent examination for letter-carriers in the Philadelphia postoffice, the members of the examining board desire, first, to most emphatically deny the accusation referred to; and, second, to state, in the most positive manner, that no papers were allowed out of the examination room at any time during the examination. On the contrary, the members of the board congratulated themselves, at the conclusion of the examination, in being able to assert that the unusual precautions taken were so effectual that of the three thousand papers distributed at the examination not one sheet left the room. When not in use the papers were invariably locked in a safe provided for the purpose, and no one but members of the board had access to them.

The gentleman in question, Mr. John H. Fow, is known to have been in the corridor during a portion of the examination, but at no time had he access to any paper connected with the examination, and no member of the board had any conversation with him in reference to the character of the examination. We have no means of ascertaining whether any of the applicants who left the room during the examination furnished the papers referred to with any of the questions, as our entire attention was

apied in conducting the examination in the room and not noticing what was trans-
ing in the corridor, which was crowded with candidates and their friends during
ain portions of the examination.

Very respectfully,

GEO. F. PARKER,
Chairman.

JEROME A. MAHER.

P. LACEY GODDARD.

E. A. BARBER,
Secretary.

To the U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

[Exhibit G.]

U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C., March 23, 1886.

GENTLEMEN: Your reply of the 13th instant to my letter of the 6th instant, relative
alleged irregularities during the recent examinations for letter-carriers at Phila-
delphia, was duly received and considered by the commission, and I am directed to
is accepted as an entirely satisfactory answer to the accusation against your-
lives, individually and collectively, and the commission is glad to avail itself of this
portunity to give expression to the confidence it has always felt and continues to
el in the honesty and trustworthiness of its board of examiners for the postal serv-
e at Philadelphia.

It gives me pleasure to say that my own feelings are in entire accord with those of
the commission in this matter.

Very respectfully,

CHAS. LYMAN,
Chief Examiner.

GEORGE F. PARKER, *Chairman,*
E. A. BARBER, *Secretary,*
JEROME A. MAHER,
P. LACEY GODDARD,
Board Examiners, Philadelphia, Pa.

[Exhibit H.]

POSTOFFICE, PHILADELPHIA, PA.,
(Civil-Service Branch),
March 13, 1886.

DEAR SIR: Your letter of March 6 has been received, and contents noted. The
letter has been laid before the board, and a letter is being prepared in answer to the
boundless accusation referred to. I can say in advance, however, and unofficially,
at never, within my experience, has an examination been conducted on a fairer,
noter, or more impartial basis. I was present during the entire examination (ex-
cepting brief periods), and saw nothing to indicate that any favoritism was being
own by any examiner.

Very truly, yours,

E. A. BARBER,
Secretary.

Hon. CHARLES LYMAN,
Chief Examiner, U. S. Civil-Service Commission.

[Exhibit I.]

POSTOFFICE, PHILADELPHIA, PA.,
(Civil-Service Branch),
January 29, 1887.

GENTLEMEN: As I shall retire from the Philadelphia postoffice on February 1 prox-
im, it becomes necessary for me to tender you my resignation as secretary and as a
member of the local board of examiners. This I do with regret, since I have been

connected with the board from its organization, and have at all times been in full and hearty sympathy with the movement. The open hostility which has been exhibited by the Philadelphia press, particularly by the republican papers, within the past year, to the merit system of appointment, has, however, considerably discouraged all true friends of reform in this city, and until there shall be evidence of the re-awakening of a general public sentiment in favor of the strict enforcement of the law, both in spirit and in letter, there will be little incentive to prosecute the good work further.

Hoping for a brighter future, I have the honor to be, your obedient servant.

EDWIN A. BARBER.

The U. S. CIVIL SERVICE COMMISSION.

[Exhibit J.]

U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C., December 10, 1885.

DEAR SIR: I am directed to acknowledge the receipt of your communication of the 5th instant, inclosing a report made to you by the board of examiners for your office relative to the excessive number of applicants for examination for positions in the postal service at Philadelphia, in which you concur, and which recommends the dropping from any record of all "applicants whose names have remained thereon for six months or more without having been reached in due course for notification to be examined," and in reply thereto to say that the commission has had the matter under consideration, and has decided to conditionally drop from the register names more than six months thereon, and has ordered the printing of a circular letter for the use of the board of examiners, which will be sent to it as soon as printed, and which it is hoped will relieve the board of its embarrassment, in part at least.

An examination will be authorized whenever requested.

Very respectfully,

CHAS. LYMAN,
Chief Examiner.

Hon. WM. F. HARRITY, P. M.,
Philadelphia, Pa.

[Exhibit K.]

[The Mutual Benefit Life Insurance Company. Amzi Dodd, president, Newark, N. J. Assets, \$40,000,000. D. A. Keyes State agent. Office, 522 Walnut street.]

PHILADELPHIA, March 15, 1887.

GENTLEMEN: I beg leave to call your attention to one of the charges recently made by the civil-service reform association of this city which reflects upon the integrity and honesty of the members of the local board of examiners for the Philadelphia post-office, in connection with the examination held on February 25, 26, 27, and March 2, 3, and 4, 1886. This charge, which was inadvertently overlooked in my testimony before you during your recent sitting, is worded as follows: "That though the percentage of those who were certified as having passed the examination was very much greater than at any previous examination held in this city, namely, about 80 per cent., whereas at previous examinations the percentage was less than 60, nevertheless among the appointees are men who can not spell ordinary words correctly nor write grammatically."

After first reminding you that there has not been a particle of evidence offered by the association or by any one else, that a single person appointed from the register of eligibles "can not spell ordinary words correctly nor write grammatically," I desire to state that it is not true that 80 per cent. of those who entered that examination "were certified" as having passed it. The records of the board will show that precisely 75 per cent. of those examined at that time were successful. The association is also mistaken in asserting that at previous examinations the percentage of those who passed successfully was less than 60. A few illustrations taken from the official records of the local board of examiners will, I think, establish to your satisfaction the inaccuracy of that statement, thus: At the examination held on December 13, 1883, 71.43 per cent. successfully passed. At the examination held on June 12, 1884, 69.81 per cent. were placed on the eligible register, and at the examination held on March 18, 1885, 68.42 per cent. were successful. In several other examinations the percentage was above 60. Will

the unusually large number of women who entered the examination in question eliminated from the calculation the percentage of successful male applicants would be still less than 75.

It will thus be seen that the proportion of those who were successful at the examination in February and March, 1886, was very little larger than at some of the preceding examinations, and this, too, notwithstanding the fact that applicants at that examination had the advantage of having been furnished, by direction of your commission, with copies of the annual report containing samples of the questions which had been used at a prior examination.

The civil-service act is becoming better understood by the public, and applicants at this time are more fully informed concerning the character and extent of the examinations than they were for some time after the law went into effect.

I was secretary of the local board of examiners for the postoffice at Philadelphia from June 6, 1883, until February 1, 1887, and the figures I have given have been carefully compiled from the original records in this office, and may be verified from the records on file in your office at Washington.

In justice to the local board of examiners for the Philadelphia postoffice, therefore, I ask that the foregoing statement shall be considered as part of my testimony and attached as an exhibit thereto.

Yours, very respectfully,

EDWIN A. BARBER.

The U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

[Exhibit L.]

CIVIL-SERVICE REFORM ASS'N:

I understand the Letter Carriers of the Phila. Post-Office have been assessed for the last election and those you did not cash up—were compelled to pay—by the amounts deducted out of their salary—I saw several checks of the \$600-men—dated Feb 28th 87 that should of been \$46—60—were only \$40—60—six dollars being deducted by the Paymaster—this deduction they term insurance—This should be investigated—and it can surely be traced—as these checks are no doubt on file at the treasury or other Banks where cashed. By all means—expose this false pretense—demand an examination of the checks paid Feb 28th to the \$600 men.

Appointments to the Carrier force are not generally from the Civil Service List—but by personal and political influence—as a pointer Father Barry an up town Priest has had some appointments have him called before the Committee.

WM. ST. JNO. HUBBARD.

PHILA. March 3d 87.

[Exhibit M.]

READING, PA., March 9, 1887.

GENTLEMEN: At noon to-day I received a letter from you requesting my attendance at 3 p. m. to-day at an investigation being held at the Philadelphia postoffice. Aside from the insufficiency of the time between the receipt of your letter and the hour at which my presence was desired, I may say that my duties where I am employed are of such a nature as to effectually preclude the possibility of an absence therefrom at short notice. Were I present I could do no more than to corroborate what I have heretofore communicated to Mr. R. Francis Wood, both verbally and in writing, and that is, that the so-called civil-service examination held in February, 1886, was, in my opinion and judgment, a palpable fraud and a bold, barefaced swindle, inasmuch as men passed that alleged examination and were given high averages who could hardly write or spell the plainest words, and who knew but little more of the subjects they were examined in than they do of the Greek alphabet. I regard the whole thing as a travesty upon decency and an insult to common sense. I firmly believe that upon an honest examination not 10 per cent. of the class in question would or could have passed, whereas, if my recollection is right, about 82 per cent. were certified to have passed. I know something of what a civil-service examination is like when fairly and impartially conducted. I was a member of the first class examined under the law, and was successful. That class consisted of, I think, 36 members; 11 passed, 25 failed. The second and third classes had a larger percentage of successful members; but, as far as I can recollect, the largest number successful in either of the classes examined while General Huidekoper was postmaster was about 52 per cent..

while at the first examination held under Mr. Harrity's incumbency about 82 per cent. were successful, and this in a class whose personnel was most decidedly inferior to that of any of the preceding classes. Does this result indicate that a crowd of democratic heelers, rounders, ward-workers, and bar-room politicians are more intelligent and better educated than the classes composed largely of republicans previously examined, or does it indicate the existence of a pre-arranged plot to swindle them through? I prefer to believe the latter, and so does every republican yet left in the Philadelphia postoffice who is obliged to come in daily contact with these men, and hence is aware of their inferiority as compared with the men who were removed to give them places; removed because they were and are republicans, and their successors are appointed because they are democrats; that is all there is of it. I believe it to be a rare case where you will find one of Mr. Harrity's appointees the equal of the man he supplanted. It is not a feeling of revenge prompting me to write thus, as I was not removed from the postoffice, but resigned voluntarily. When my immediate colleague (Mr. Zac. Simson), who is a thoroughly able, competent, and well-educated man, was removed, simply because he is a republican, and a green man appointed in his place, thus placing upon me all of the responsibility and four-fifths of the work (and the new appointee to receive the same salary as myself), in disgust I resolved to secure another situation as soon as possible and resign my clerkship. This programme I carried out. General Huidekoper left the Philadelphia postoffice the postoffice of the United States *par excellence*; six or eight months of Mr. Harrity's reform (?) management degraded it to a condition of inefficiency unparalleled in the country. And *this* is civil-service reform!

Very respectfully yours

ROBERT B. BOLTON, *Reading, Pa.*

Messrs. LYMAN and OBERLY, *Commissioners.*

[Exhibit N.]

Messrs. Charles B. Barrett, Wallace P. Ryon, F. M. Arrington, M. La Rue Harrison, and Charles R. Darby, postoffice inspectors, under direction of Postmaster-General Vilas, made an elaborate investigation of the Philadelphia postoffice, commencing on Tuesday, September 21, and continuing until Saturday, October 2, 1886. To the report of these inspectors Postmaster Harrity refers in his statement made to the commission at Philadelphia on March 18, 1887.

In their report, speaking of the increasing business of the Philadelphia postoffice, the inspectors say:

"The increase in volume of business at this postoffice, as shown by the official reports of mail matter delivered and collected by the carriers during the months of August, 1884, 1885, and 1886, show the totals to be as follows: For August, 1884, 131,933.89 pieces; for August, 1885, 136,690.85, and for August, 1886, 219,323.76 pieces, showing a very large increase. The total receipts for the first quarter of 1885, July, August, and September, were \$358,377.85, and for the corresponding quarter in 1886 the total receipts were \$391,098.19, showing a net increase of \$32,720.34.

"There are 289 clerks and superintendents in the office, 40 station superintendents, 75 stamp agents, and 481 carriers, making a total of 835 employes connected with the Philadelphia postoffice."

Of certain of the persons appointed by Postmaster Harrity from the eligible registers supplied by the examination of February-March, 1886, the inspectors give the testimony of Mr. Alexander, superintendent of the mailing division, who was in that position under Postmaster Huidekoper, and is not of the politics of the present postmaster.

"The mailing division is under the superintendence of Edwin W. Alexander, who has been connected with the postoffice for about eight years and is justly considered one of the most competent men in the service, being exceptionally well informed as to the needs and workings of his department. There are in this division 112 employes. Of this number 37 are new appointments. Mr. Alexander states that in point of intelligence and education they are quite equal to the old ones and with a little more experience will be equal to them in all respects. Exhibit A, hereto attached and made a part of this report, shows during the month of August the number of incorrect slips and number of errors of each man in this division, and it will be observed that of the six new men working at the cases their record will compare favorably with the old men working at the same cases."

Speaking of the complaint against the mailing division, the inspectors say:

"Complaints have been made against this department of the office, some with and others without foundation. * * * Mr. Alexander states that mistakes have always been made in his department, as the records will show, but never so much attention

heretofore has been paid to them by the outside public. Some of his men working at the state cases have been in open revolt, no doubt caused by influences from the outside of the office."

Of certain of the persons appointed by Postmaster Harrity to the division of city delivery, from the register supplied by the examination of February and March, 1886, the inspectors report:

"The division of the city delivery is under the superintendence of William B. Madara, who has been in the service for twenty years, and is thoroughly schooled in all knowledge appertaining to it. He is a man of most excellent judgment, and in thorough sympathy with good and efficient service, and gives his whole time and energies to the performance of his duties. In this division there are 38 clerks working at the cases, only 3 of whom are new appointees. Among the box clerks, which is composed of 13, only 5 are new appointments. There are 7 delivery clerks, and 4 of these are new men. All of the new appointments are men certified to the division by the Civil-Service Commission. They appear to be men of fair intelligence and capable of performing good service when fairly initiated into the service.

"Mr. Madara says the old clerks in his division have not been working as well under the new postmaster as they did under the late postmaster, and assigns two reasons: 1. There has been a reduction in their salaries. 2. They feel that they are liable to be removed at any time. This feeling undoubtedly does exist, and has been encouraged and intensified by outside influence, evidently for the purpose of embarrassing the efforts of the present postmaster in his efforts to give the people a good service. There are quite a number of old men among the old force, too old to be employed at the cases, and many letters are miscased by these men because of defective eyesight, and in some cases purposely; but as a general rule they are slow in their movements, therefore unable to do rapid work, as is required in such an office. Many complaints have been made of errors which from their nature would have occurred and did occur in the department of city delivery. The fact is well established that these mistakes were made either at a time when there was a large amount of mail matter accumulated by a detention of trains, and a consequent piling up of matter, or through mistakes of old casers, for the reason above named. Mr. Madara says the new men working in his division compare favorably with the old employes, and are not responsible for the mistakes made in his division, as it is charged."

Of the carriers appointed by Postmaster Harrity from the examination in question, the inspectors report:

"Mr. Madara is also superintendent of carriers. There are 481 carriers employed in the office. Eighty-one have been replaced for various causes by new men, and 40 additional carriers have been recently appointed, making a total of 481. It is claimed that the mails have not been promptly delivered by the carriers. This, in a measure, has been true, but the reasons which have been assigned by some are not wholly true, namely, that the fault rests in the appointment of new men. Mr. Madara states that many of the irregularities complained of are attributable to the fact of the absence of many of the old carriers on their vacation, and the service being performed by substitutes, and he says this sort of thing happens every summer, although heretofore the public attention has not been called to the matter. Many of the mistakes complained of are trivial, and are liable to occur in the best-managed postoffices, and under the old postmaster would not have been noticed."

Of some of the embarrassments of the "new men," the following from the inspectors' report is a brief statement:

"In concluding our report on this division we desire to call attention to Exhibits D and E, containing two affidavits, one of a letter-carrier and the other of a substitute letter-carrier. Edward S. Powell, the affiant, states that on or about September 8, 1886, while he was engaged as a night collector he discovered, just prior to beginning his first trip of collections, two letters in his satchel, and that he is positive the letters were not left there by him when he quit duty the night before, or at any other time, but that, on the contrary, they were improperly and surreptitiously placed there by some person by design; that deponent called the attention of Carrier Sproat and Carrier Fay to the circumstance, and invited their examination of his satchel the following night, but no letters were discovered by deponent in his satchel when he started out upon his duties the next night; that on or about September 12, 1886, deponent having been more than ordinarily careful to clean out his satchel again, discovered a letter in it, which deponent is positive was not left there by him, but which, as in the case of the other letters, was placed there by design and for an improper purpose. Faustin John Gabryelowitz, a substitute letter-carrier, says that having been assigned for duty to route No. 332, on Monday, September 13, 1886, discovered that his "hand" was set up so as to cause him in many instances to return once or twice to the same building to deliver his letters. The route in question comprises West South Fourth, East South Fifth, and Broad and Locust streets. This was done by an old carrier, whose duty it was to assist this substitute instead of misleading him. And these are only a small number of many such

cases which have taken place in this office with evident design to mislead the public, and consequently to condemn the service as now performed."

Of the persons appointed by Postmaster Harrity from the examination in question to the registry division, the inspectors report:

"The registry is under the superintendence of P. Lacey Goddard. The number of clerks employed is twenty, four of whom are new men; these the superintendent thinks equal to if not superior to the old men whom they succeeded. The superintendent claims that only one mistake has occurred in his department in four months, and that was made by an old employé."

Of the persons appointed by Postmaster Harrity from the examination in question to the box division, the inspectors report:

"The box division is under the superintendence of James Freeborn. There are in this division eleven clerks in the box department, and six in the paper department, making seventeen in all, and of these only five are new appointments. The superintendent says these new appointees are as good as the old ones. Mr. Freeborn, the superintendent, is a very efficient man, having been in this department for eighteen years."

Of the civil-service board of examiners as constituted at the time of the February-March (1886) examination, the inspectors report:

"The local civil-service examining board of the Philadelphia postoffice is composed of the following-named gentlemen: Col. P. Lacey Goddard, superintendent of the registry division, chairman; George F. Parker, assistant postmaster; Jerome A. Maher, superintendent of foreign mails; Edwin A. Barber, clerk in the inquiry office, secretary."

"Mr. Maher has been in the service of this office about eight years, and was a member of the board for a time during the administration of the late Postmaster Huidekoper. He is a democrat. Messrs. Goddard and Parker came into the service less than one year ago under the present postmaster. They are democrats. Mr. Barber has been in the service of the office for about eight years. He is a republican."

"We have investigated very carefully the methods of this board, and the precautions observed in its official capacity, in regard to both the spirit and the letter of the laws and regulations relating to the civil-service, and have failed to find any deviation therefrom. We can not find that any favoritism has been shown towards any applicant for examination."

"A total of 267 persons have filed applications for clerical positions since the 31st of July, 1885, of whom 253 appeared and have been examined. On the last day of January, 1886, all persons whose applications dated prior to August 1, 1885, and who had not appeared, were dropped from the list. Of the whole number examined, 162 males and 36 females, about 78 per cent. of the whole number of applicants, have been placed on the list of eligibles. From that list 139 males and 1 female have received appointments as substitute clerks upon certification to the postmaster, and 1 female has been appointed to a clerkship in the excepted class without such certification. Of those appointed as substitutes 79 males and 1 female have since been placed upon the regular roll of the office, leaving 60 males upon the substitute list, and 23 males and 34 females unprovided for upon the eligible list."

"We have seen the examination papers of all the clerks, both substitute and regular, appointed from the list of eligibles since Mr. Harrity became postmaster, and can bear testimony to the justness of the markings, as shown by those papers, the lowest grade of any appointee being 65.93 upon the first three subjects, and 51.95 on the general average, and the highest marking being 98 upon the first three subjects, and 93.53 on the general average, and that certifications of candidates have always been made from the top of the list, that is to say, in the order of the highest excellence or grading."

"We have seen and conversed with each of the newly-appointed clerks upon the regular roll, and believe them equal in education and natural fitness for their positions to the average of clerks who served under the late postmaster."

"In our opinion none of the applicants received information outside the examinations from any person connected with the board in regard to the tenor of the questions to be propounded."

Concerning the charge that certain of the persons appointed by Postmaster Harrity from the register supplied by the February-March (1886) examination can not read or write, the inspectors report:

"We have scrutinized all the examination papers of the carriers appointed, and find that the markings and gradings have been carefully and conscientiously made by the board, and we can testify to the utter falsity of the published charges that some of them are unable to read or write."

Of causes of removal and the charge that candidates have been personated in the Philadelphia postal examinations, the inspectors say:

"We have not deemed an investigation into the causes of removal a matter germane to the general scope of the investigation, but we consider it proper to mention the

in this connection, and in order to show that over three-fourths of the old force in the service, as a refutation of the charge that most sweeping removals had been made, comprising nearly all the old employés. The most important divisions in the service are also still managed by able superintendents of long postoffice experience. In connection with the civil-service examinations for clerical positions it has been found that, in some instances, candidates have been personated by friends better acquainted than themselves. We were able to obtain but one specific charge of this kind.

It was to the effect that one Peter P. Fox, a disabled soldier, fifty-one years of age, had been personated by his son, who had passed the examination for the benefit and in his name. A comparison of the elder Fox's signature on pension papers, signed in the postoffice after his appointment, with the signature upon examination papers, proved the falsity of this charge. Subsequently Assistant Postmaster stated that he knew Mr. Fox, and could testify to his personal presence at the examination. Mr. Fox is a German, of fair education, a pretty good penman, and an intelligent man. He is a pharmacist by profession, and the charge against him had not even the shadow of foundation."

Including their report, the inspectors submit among other facts the following: That the list of complaints shows that many mistakes have been made, especially chargeable to the city-delivery division and to the mailing division, and that investigating the facts connected with these complaints it is shown conclusively that these mistakes in a great majority of cases purposely, in others as a result of large quantities of mail matter unexpectedly dumped upon them, which had to be distributed in time for delivery at certain hours by a force, at best, short-handed. That we fully call the attention of the department to the conduct of some of the old clerks and carriers, wherein they have purposely put letters in the satchels of new and substitute carriers, and where they have also miscased letters, so that mistakes and delays would occur. These irregularities are likely to continue as long as old clerks and carriers do this, and we know of no remedy but wholesale dismissal unless it is stopped. We therefore respectfully recommend, as soon as it can be ascertained beyond a reasonable doubt that any one of the carriers or clerks will commit any of these irregularities, that he be summarily dismissed from the service.

The superintendent of mails, Mr. Alexander, is morally satisfied, and our observations confirmed his own, that there exists in his division a conspiracy among the clerks to compel him to retain men in his division whom he regards as unfit to be employed; that a number of these men are in league with parties outside of the postoffice to obstruct and hinder its workings; that the President's order No. 142, issued July 1, 1877, has been openly violated; that one old employé has recently been nominated to the legislature; he attended the convention and openly solicited votes and took part in the proceedings."

[EXHIBIT 4.]

CHICAGO CUSTOM HOUSE.

OPINION OF THE UNITED STATES CIVIL-SERVICE COMMISSION.

In the matter of certain charges against Anthony F. Seeberger, collector at the port of Chicago.

OFFICE OF THE UNITED STATES CIVIL-SERVICE COMMISSION,

Washington, D. C., August 24, 1887.

To the PRESIDENT:

This commission has the honor to report that, on April 11, 1887, Commissioners Edgerton and Lyman made, at Chicago, an investigation of the complaint of Mr. George A. Webster against Hon. Anthony F. Seeberger, collector of the port of Chicago, which complaint had been transmitted to you by the Chicago civil-service reform league, on January 29 last, and had been referred by you to the commission.

Commissioners Edgerton and Lyman have each made a report to the commission, copies of which reports are herewith inclosed.*

To several matters suggested by the evidence taken in this investigation† and by the reports referred to the commission desires to respectfully call your attention.

The complaint of Webster is, in substance, that he was compelled to resign a place in the appraiser's office of the Chicago customs district; that this compulsion was exercised upon him not because he was inefficient, undutiful, insubordinate, or dishonest, or for any other good cause, but because he was a republican, and the collector desired to put a democrat into the place occupied by him.

In his letter addressed to you, and dated January 25, 1887, Webster says that, on January 13, 1887, he was notified by Special Deputy Collector John Hitt that his resignation was demanded by the collector, to take effect January 31. He called upon the collector and was informed that no complaint had been urged against his official conduct and ability, which were excellent, but that owing to a great pressure there was a necessity that vacancies should be made. Webster adds that Collector Seeberger said: "You must remember that our party has been out of power for twenty-five years, and you should be thankful for having been allowed to stay two years under a democratic administration." Webster was compelled to resign.

This complaint was transmitted by the commission to Collector Seeberger, with a request that he should make such reply as he might deem proper. On February 9 the collector replied that his request for the resignation of Webster had been made for reasons amply strong, and that, in making the request, he had acted in strict conformity with the civil-service law, as he understood the law. He added:

It is not my purpose to enter into a discussion upon the absurd position taken by Mr. Webster in the communication in question; but I must distinctly deny having said anything at the alleged interview that could be construed to mean that the request for the resignation was prompted by political reasons.

* See reports of Commissioners Edgerton and Lyman, hereto attached.

† See report of testimony taken at Chicago, Ill., April 11, 1887, in the case of George A. Webster vs. Anthony F. Seeberger, collector, etc., hereto attached.

testimony before the commission Collector Seeberger said, on this point, that he did not wish to be understood as denying having said anything to Webster that could be construed into a declaration that the request for his resignation was prompted by political reasons. He added:

"I called on me at my place of business at an hour when I was not accustomed to be at a custom-house. I was then busy with my affairs, and the precise conversation with him at that time I would not undertake to repeat. I wish to say emphatically that I do not wish to be understood as denying having said anything that could be construed into a declaration that the request for his resignation was prompted by political reasons.

"I wish, however, that it is possible that in the course of the conversation I may have called his attention to the fact that there was a long list of civil-service eligibles on the local board, and that many of these eligibles were preferring resignations directly or indirectly, on the strength of their position as eligibles; and in this case it might be called pressure. Now, so far as the political phase of this is concerned, the course of the collector is a plain and definite one. He has no intention to inquire into the political faith of any eligible whose name may be cited; in his case, as in all others when this reason was assigned or explanation given, he says that it was with the fact in mind that, almost as an entirety, the political faith of the applicants were unknown to the appointing officer. It is as much the duty of the collector to enforce the law in its intent and true spirit as it can be on the part of any one. I think that, notwithstanding the zeal shown by the civil-service, these cases are in as good hands as they would be if intrusted entirely to the collector.

"I hoped that it would not be necessary to enter into any discussion of this matter, but I was compelled to answer any accusations as to my truthfulness; but as it has now taken this shape, I feel it my duty to say that the only consideration that induced me to keep back the facts that prompted the request for Mr. Webster's resignation was the desire to spare his feelings and avoid unnecessary discussion. I have pursued that course in every instance where I have asked for a resignation, and it is, in my experience, the best course to pursue. It is not always necessary or best to tell a party who is asked for a resignation for reasons amply strong, as in this case, that the reasons were told of them or that they should be made public.

"In regard to my saying during the conversation that I had not a word of complaint against the official conduct, the remark usually made under such circumstances is, 'There are no formal complaints made against you;' but I certainly did not use the words imputed to me here. In this case there were no formal charges. The reasons for his removal were in my own mind and keeping.

"In all the testimony that was taken on this point; and it will be observed that Collector Seeberger states emphatically that he did not say to Webster anything that could be construed into an admission that his resignation had been demanded for political reasons, the collector did not inform him that the resignation had not been demanded for such reasons, and in his testimony he says: 'The reasons for his resignation were in my own mind and keeping.' These reasons the collector has refused to state.

"In relying upon Collector Seeberger's testimony concerning his reasons for demanding Webster's resignation, Commissioner Lyman says that certain testimony during the investigation justifies the suspicion that politics had something to do with the demand. The Commissioner adds:

"Collector Seeberger distinctly and emphatically denied that he demanded the resignation of Webster because he had 'refused to contribute to a political fund or for a political purpose, or to render political services to any party or politician, or because he refused to permit the appointing officer or any other person in the civil-service to influence his action.' He, however, nowhere states, neither in his letter to the commission nor in his testimony, although having abundant opportunity to do so, that he was actuated by political reasons in demanding it. He did, however, deny having said anything at the interview between himself and Webster that could be construed to mean that the request for the resignation was prompted by political reasons. His final statement on the subject, made deliberately and after reflection, was that the reasons for Webster's removal 'were in his own mind and keeping,' and that he preferred not to state them.

"In connection attention is called to the fact that Webster was not, so far as the evidence shows, given the benefit of the law which requires the heads of the several

Executive Departments, in making reduction of force, to "retain those persons who may be equally qualified, who have been honorably discharged from the military or naval service of the United States."

Webster is an honorably discharged wounded soldier, and the evidence does not show that his resignation was demanded for the reason that he was not efficient. He had passed the civil-service customs examination with an average of 90.5 per cent., and his conduct and capacity during his probation having been satisfactory, he had been absolutely appointed. The collector, at the time of making the absolute appointment, spoke in complimentary terms of his attention to business and general good conduct. He was afterwards promoted for faithful and efficient service. The predecessor of Collector Seeberger, Hon. Jesse Spalding, has testified to Webster's competency as a clerk: Mr. Charles H. Ham, the predecessor of Mr. Hoffmann as appraiser, to his good character, capacity, and faithfulness during three years of service in the appraiser's office; and Appraiser Hoffmann to his industry, faithfulness, and efficiency, to his ability, to his integrity as a man, and to the excellence of his record in the appraiser's office.

Commissioner Lyman says:

These are the testimonials of the men under whom Webster served, and who may reasonably be supposed to have had knowledge of his character and ability; and if they have told the truth, they have established the fact that he was an honest, competent, and faithful clerk. The language used by them can not possibly be made to apply to a dishonest, incompetent, and unfaithful clerk. It is true that Mr. Hoffmann in his testimony explaining his letter stated that he based his estimate of Mr. Webster largely upon what Mr. Ham, his predecessor, had said of him; but he also stated that his letters contained what he believed at the time they were written, and still, at the time of testifying, believed to be the truth so far as he had any personal knowledge. Mr. Deputy Collector Hitt testified that Webster was an "average clerk"; nothing beyond it; that he made errors, and frequently "had matters returned to him for correction"; that he was inattentive and careless about matters of form. Altogether the testimony shows that Webster was at least an "average clerk" in faithfulness and efficiency, and that his integrity and ability were unquestioned.

Collector Seeberger does not deny that Webster was a competent clerk, and there is no reason to believe that he was not retained because he was not equally qualified with other clerks of the Chicago customs district who had not been honorably discharged from the military service of the United States.

That Webster was an offensive partisan who permitted his political prejudices to interfere with the proper discharge of his duties is not shown by the testimony. In the affidavit made by him he swears that he was never a politician, had never attended a caucus or convention as a delegate, and but once as a spectator. Mr. J. K. Wright, formerly a member of the democratic state central committee of Wisconsin, states that he can bear witness that, although a steadfast republican, Webster was in no sense a partisan of bigoted or offensive views, and that he never saw him take an active part in politics, and knew him to be a man who deposited his vote and went about his business. Mr. Merritt Starr, the attorney of the Chicago civil-service reform league, testified that during the progress of an investigation made by the league concerning the conduct of the republican Chicago custom-house employes during the presidential campaign and election of 1884, Webster had, upon being questioned, given information that there had been indirect and undefined solicitation of funds for campaign purposes made in the custom-house during the fall of 1884, but that little money had been obtained, and that he, with others, had declined to make any contribution or pay any assessment to any political fund. Commissioner Lyman says:

Mr. Webster's conduct at the time in furnishing information to the league with regard to the administration of the custom-house by Collector Seeberger's predecessor very distinctly and thoroughly satisfied those making the investigation on behalf of the league, as they state that he was not in sympathy with the use of the office for the aid of the party then in power, and was ready to furnish such information as was in his knowledge which would lead to the prevention of such use of the office by that party.

In his affidavit, Webster says :

I have, however, strong, honest political views, which I have always held in a quiet and gentlemanly way, keeping always in view the rights of others who might differ with me. I deposit my vote and go about my business, believing this to be the extent of my duty as a citizen.

Strong political views Webster had a right to entertain, and, during the time he held a public place, it was his right to give, at proper times, strong expression to those views. The opinion is not to be tolerated that because a man occupies a place in the classified civil-service he must therefore surrender his right to take an interest in the politics of the country. No good citizen will do so; and no degree of activity or effort to advance the interest of the party opposed to the administration should, provided his partisan activity in no way interferes with his public duties, render insecure in the service of the government the position of any person who does not occupy a place the discharge of the duties of which affects public policies.

It is here suggested that if the rule which obtains in the Treasury Department requiring a reason to be given for every dismissal or forced resignation were observed in the administration of the affairs of all branches of the executive civil-service, there would be no difficulty in arriving at speedy and definite conclusions upon complaints of the kind under consideration; but while appointing officers have the right to retain within their own minds and keeping the reasons for the removals made by them, they may abuse their power with shameful impunity, and in abuses of this kind remain unchallenged, except by suspicion created by many facts all pointing in the direction of the evident bad or unjustifiable purpose of the appointing officer in exercising, arbitrarily and without explanation, the power of removal. It is an evident attempt to justify Collector Seeberger in his refusal to permit the reasons he had for demanding Webster's resignation to escape from his own mind and keeping, Commissioner Edgerton says :

He who now questions or denies the right of removal without assigning reasons, actually says to the appointing power, I know you have the constitutional right to replace me, but you shall not exercise that right, or you shall exercise it only in such manner as I think proper to prescribe. I will not without complaint consent to a dismissal, unless you shall give a reason satisfactory for it to me and to my friends. Who in such a condition of affairs would be master, the responsible man or the subordinate ?

In this conclusion the commission does not concur. That a rule requiring reasons for each removal, to be filed with the order of removal, would result in any restriction or even modification of the power of removal is, in the opinion of the commission, an untenable position. No removal is now made in the Treasury Department except for reasons stated, and a reason is given and is reported to the commission at the removal from the Chicago postoffice of any person appointed, upon certification to a place in that office not excepted from examination. That this practice as in any degree restricted or modified the power of removal in the Treasury Department, or in the Chicago postoffice, no one can maintain.

And why should not an appointing officer be required to file a statement of reasons for every removal made by him ? It will not do to say, as Commissioner Edgerton does, that the appointing officer must be the master of his subordinates, or that he is the employer of those who under his direction serve the government. He neither occupies the office occupied by himself nor the offices occupied by persons employed by the government to do, under his supervision, the work of the public service. He is not the employer of his subordinates. He is not a master. He is a servant, a servant of the people, and certainly no good reason can be given why he, in serving the people, should be permitted to hold in his own mind and keeping his reasons for doing or refusing to do any act in the performance or non-performance of which the people have an interest. His superiors in office, who are responsible for his official conduct, have a right to be informed, in an official way, why he does any official act. He can no longer appoint persons to places in the classified civil-service for his own purposes, for the purpose of paying money out of the treasury for work done or to be done

in the interest of his party friends. Acting under the civil-service law and rules, he says, in effect, whenever he now makes an appointment upon a certification of eligibles made to him by the commission: "I appoint this person because his fitness has been tested, and he has been found to be qualified for the public service." Why should he not also be required to say, whenever he dismisses a person: "I dismiss this person because he is inefficient," or for some other reason, good or bad? And an appointing officer who can not give a good reason for every dismissal made by him ought himself to be dismissed. Appointing officers, as well as all other public officers, should, in the discharge of every official duty, be required to act upon the wise political maxim that public office is a public trust.

Reasons for dismissal filed with the order of dismissal would not, as Commissioner Edgerton claims, give to the person dismissed the right to question the dismissal; but it would give to the superiors of the appointing officer the means of ascertaining—and they certainly have the right to know—upon what reasons he acted in the discharge of an important official duty—the actual reasons upon which action was taken, and not reasons fabricated after the fact to justify action taken possibly in utter disregard of the public interests.

The commission agrees with Commissioner Edgerton in the statement, which no intelligent person anywhere has ever questioned, that the power of removal is practically unrestricted. There are many good reasons for the belief that it should remain so; but this fact does not justify the claim that therefore no appointing officer should be called into question for removals made by him for other reasons than those inhibited by the law. It is not unlawful to remove a good man who is in every way competent in the discharge of his public duties; but upon the removal of such a man without good cause (and there may be good cause even for such a removal), the officer making the removal should be condemned. In view of these and of other considerations, which can not now be stated, the commission repeats what was said in its opinion in the Philadelphia postoffice case—that a rule requiring reasons for dismissal, to be filed with the order of dismissal, would be a wise rule; but in the absence of a provision of law or of a presidential rule requiring this, reasons for removal can not be demanded. In the case under consideration, the commission could not therefore require Collector Seeberger to state his reasons for demanding the resignation of Mr. Webster. These reasons are consequently, so far as the commission has information, still within the mind and keeping of the collector.

Concerning the right of the commission to make investigations of the kind conducted by Commissioners Edgerton and Lyman at Chicago, against the right and policy of which Commissioner Edgerton makes objection, but little need be said. Such investigations result in the good of the service, in the correction of wrong methods and of bad methods, and sometimes in the disclosure of evasions and of violations of both the law and the rules. The right to make such investigations has never before been questioned, and the wisdom of the policy of making them has been shown in many ways.

In conclusion, the commission feels impelled to express its dissent from Commissioner Edgerton's censure of civil-service reform leagues and associations, and particularly of the civil-service reform league of Chicago. Among other things, the commissioner says:

The President has said that he regards himself as pledged to the fair and honest enforcement of the civil-service law, because public duty requires that, like all other statutes, it should be, in good faith and without evasion, enforced.

To enable the President to see that the law is enforced, it is not necessary for the civil-service commission to investigate every trivial and unreasonable charge against a government democratic official, because he is such, upon the ground that he must be presumed to be guilty of whatever charged until he is proven to be innocent. The "leagues" and "associations," which are too often essentially political in their character and purposes, and not composed entirely of consistent reformers, as well as the individual pretenders to devotion to the public interest as civil-service reformers, ~~should~~ concede to the President and to his party some honesty of purpose, and should

believe that, as far as is in his power, he will see that the civil-service law and the rules made by himself are faithfully executed.

So long as unreasoning hostility to the administration and persistent denunciation are called vigilance and investigation in the cause of honest government and civil-service reform, so long will it be known that neither civil-service reform nor honest government are the real subjects of deep concern, but that greed for office and party success are the mainspring to action, and the defeat of the present democratic administration the highest purpose. Men who will repose no trust or confidence in others often fail to secure it in themselves.

The commission's observation has discovered no purpose of the civil-service leagues and associations of the country, or of any of them, to antagonize the administration, or to in any way embarrass it in the enforcement of the civil-service law and rules. On the contrary, all such leagues and associations have shown not only a commendable desire to make the law and the rules popular with the people, but also the most earnest desire to support the commission in the discharge of its duties, and to aid it in the correction of abuses and in the discovery of violations of the law.

It is not to be denied that the leagues and associations interested in the extension of the reform are sometimes clamorous for action that cannot be wisely taken. It is also true that in their zeal for the success of the cause to which they are devoted, they too often listen with credulity to palpable falsehood, and not infrequently build a mole-hill of omission into a mountain of violation. But, with all their faults and weaknesses, they are worthy of commendation as the most vigilant, intelligent, and able of the defenders of the reform system, as the most zealous of the advocates of a strict enforcement of the civil-service law and rules. And they are not bodies of irresponsible men. They are composed of the most reputable of the residents of the respective communities in which they are organized; of men who are not greedy for office and party success; of men who desire the success of the administration because they believe the administration desires and is laboring to secure the success of the civil-service reform movement. And this praise may be extended to the civil-service reform league of Chicago. Commissioner Edgerton says that the charges made by Mr. Webster against Collector Seeberger were incited and encouraged by that league for two purposes—to make them a basis for political partisan attack upon the present administration, and for the purpose of bringing prominently forward as active civil-service reformers certain persons who might otherwise remain unknown. In enforcing this charge against the league the commissioner adds that—

The purpose of complaint is to fasten upon a democratic administration some charge of violation, if not of the letter, then of the *spirit* of the law; violations which are rarely, if ever, sought for during a republican administration, as whatever it might do would be called a faithful observance of the law.

This is a charge that the league, being republican in its membership and its purposes, is swift to ask for investigations of democratic officials and never willing to consider it possible that a republican officer could do anything in violation of the law or the rules. But the commissioner replies conclusively to himself when he says in the paragraph following the charge:

The civil-service reform league of Chicago, as stated by its attorney, was a seeker after violations of the civil-service law. It sought to investigate Mr. Spalding, Mr. Seeberger's predecessor, and it used Mr. Webster and others as aids.

Mr. Spalding was the republican predecessor of Mr. Seeberger as collector at the port of Chicago. The league preferred charges against him of violation of the civil-service law in making political assessments, or allowing such assessments to be made, in the Chicago custom-house, for the benefit of the republican party in the presidential campaign of 1884. Evidently the Chicago league has been impartial in its treatment of the republican and democratic collectors at that port.

It is true that many more complaints have been made by civil-service leagues and associations since the inauguration of the present administration than were made before that time. But there is a good reason for this outside of any political bias of the leagues and associations. The civil-service act, the examination provision of which

did not become effective until July 16, 1883, covered into the classified civil-service an almost unanimously republican force of clerks and other employes. As a general rule, the dismissals between July 16, 1883, and March 4, 1885, were therefore dismissals of republicans, who could not then clamor at the doors of the leagues and associations, saying:

We are the victims of the other party. We were competent clerks, but we have been turned out because we were not of the party in power.

After March, 1885, as before that date, most of the dismissals were of republicans, the employes of all the departments and of all the postoffices, and of all the customs districts, being, as a general rule, republicans. And then, as a matter of course, the doors of the leagues and associations were besieged by the persons dismissed, each with a claim that in his case the letter and the spirit of every section of the law and of every clause of every rule had been flagrantly violated. The leagues and the associations listened, and preferred charges against certain postmasters and certain customs officers. That they preferred but few charges shows how successfully they resisted importunity to become the champions of incompetency, dishonesty, laziness, and negligence.

The commission appreciates the helpful support it has received and is receiving from civil-service leagues and associations, and it recognizes the right of such leagues and associations to seek to ascertain whether the law is being faithfully executed. And more than this, the commission will, as in duty bound, continue to investigate charges of violations of the law and the rules, whenever such charges come from reputable bodies of citizens, whether called leagues, associations, clubs, or committees, and whether composed of democrats or republicans. The vigilance of the opposition party always has a tendency to keep the party in power close to the straight line of duty, and the members of the opposition have the right, which the commission respects, to organize for the express purpose of detecting violations of the civil-service law and rules, and for the purpose of ascertaining whether the law is being faithfully executed or is being nullified by non-execution or evasion of its letter or spirit. If leagues, associations, clubs, and committees opposed to the party in power charge violation or evasion of the law, the commission will, by impartial investigation, either confound them in false statement or else expose to public condemnation the non-performance or violation of duty denounced by them.

We have the honor to be, sir, your obedient servants,

JOHN H. OBERLY,

CHARLES LYMAN,

United States Civil-Service Commissioners.

REPORT OF COMMISSIONER EDGERTON

In the matter of certain charges against Anthony F. Seeberger, Collector at the Port of Chicago.

A majority of the United States Civil-Service Commission, on the 19th of February, 1887, directed that the papers in the case of the complaint of George A. Webster against Anthony F. Seeberger, collector of customs at Chicago, Ill., be referred to Commissioners Edgerton and Lyman, with instructions to make investigation of the facts of said complaint, on or about April 12, 1887.

George A. Webster was a clerk in the appraiser's office of the Chicago custom-house. On the 13th of January, 1887, he was requested by Collector Seeberger to resign his clerkship, and he resigned, to take effect February 15.

The specific charge made by Mr. Webster is that his resignation was compulsory, and that he was removed for political reasons, in violation of civil-service law.

Commissioners Edgerton and Lyman met at the Chicago custom-house, pursuant to the directions of the commission, April 11, 1887. There were present at the meeting, besides the commissioners, Anthony F. Seeberger, collector, and Merritt Starr, attorney for the civil-service reform league of Chicago, before whom, as a notary

the complaint of Mr. Webster was sworn to. All the papers in the case, were presented to the President by the civil-service league of Chicago, and by the commission, were presented and read at this meeting, and Mr. Starr, representing the league, was asked whether he had any other papers concerning the case he desired to submit. He then submitted the letter of Appraiser Hoffman, January 14, 1887, and the letter of Charles H. Hain, late appraiser, dated January 1887, and stated that those constituted all the papers which he had to offer in the matter. They are all made a part of the testimony. He further stated that he advised Mr. Webster of the meeting of the commission, and he had received from him a reply, dated April 6, which was addressed to Thomas W. Grover, secretary of the league, stating his inability to be present; it is submitted with the testimony—K.

In entering upon a consideration of the subject of this report, it is proper and in the public interest that I should state that I was opposed to this investigation, because in my opinion, the charges which had been made were not of that substantial and definite character which could give to the commission any legal right to act upon the complaint, or impose upon it any duty of investigation under the civil-service rules; this fact was known to my colleagues upon the commission.

The fourth clause of section 2 of the civil-service act provides that the commission may make investigations concerning facts and may report upon all matters touching enforcement and the effects of the rules and regulations, and concerning the action of an examiner or any board of examiners and its own subordinates, and those in the service, in respect to the execution of the act.

The duty of investigation is quietly, and at all times, "without any flourish of trumpets," performed by the commission. Much of its correspondence with the departments, and with boards of examiners in the customs and postal services, and with complaining of violations of the law, or of the rules and regulations, is to give directions of them in cases of doubt; to give directions that errors may be avoided, to correct errors in administration, and to ascertain facts whenever complaints are made. The result of this work being to cause the "enforcement" of the rules and regulations; and in nearly every case they have been consistently maintained in integrity, so that the "effects" have been beneficial to the civil-service cause, and have been satisfactory to all who, in good faith, have made complaints, and who sought through the proper channels for accurate information concerning any matter of the commission.

When as the papers in the case now under consideration were referred to the commission by the President, they were transmitted to the collector, Mr. Seeberger, for comment of the facts. He replied, on the 9th of February, denying the charges against him, and claiming that he requested the resignation of Mr. Webster for reasons amply strong, and that he acted in strict conformity with the civil-service law, and distinctly denied that the request for the resignation was prompted by political reasons. With this answer of the collector, the investigation should have ended, for there was nothing left for the commission to do.

In ordinary cases of dismissal, or request for resignation, this reply would have been satisfactory and conclusive with the commission, or else it would have required an additional and more definite charge, before ordering an investigation, than that of dismissal for political reasons, unless for those named in the law, i. e., that the dismissed had refused to contribute to a political fund; to render political service to any party or politician; or because he had refused to permit the appointing officer or any other person in the civil service to coerce his action.

The charge as presented to the President was certainly insufficient upon which to justify an investigation necessary, further than that first made by the commission, to determine whether or not the law had been violated. It was a case of resignation—requested by the collector upon grounds which officially justified his action in such a case as the commission has always declared it could not rightfully interfere with.

THE CIVIL-SERVICE REFORM LEAGUE OF CHICAGO.

The papers in the case were sent to the President by the civil-service reform league of Chicago, and not directly to the commission; and it was apparent upon the face of the papers that the charges were not only insufficient but were incited and encouraged by the league for two purposes, to make them a basis for a political partisan attack upon the present administration, and by so doing to bring prominently forward active civil-service reformers certain persons who might otherwise remain in obscurity.

It is charged that there had been a violation of the spirit of the civil-service law when a clerk had been dismissed—or, as alleged, was forced to resign—but the complaint was not able to make any reference to the letter of the law which had been violated; such pretense was a confession of the weakness, if not a proof of the dishonesty, of all the charges preferred against Mr. Seeberger. The judgment and ac-

tion of the commission must be controlled by the letter of the law, and not by vain imaginings of what the law should be.

Mr. Webster was a clerk in the office of the appraiser at the custom-house in Chicago, and resigned his office, as he says, upon compulsion. His case was taken in charge by the civil-service reform league of Chicago, which, during the winter and spring of 1885 was somewhat active, as stated by its attorney, in seeking information with reference to the personnel of the force in the government employ—in other words, becoming spies upon government officials for political ends. Mr. Webster was known to the league before his resignation, as he had been used by it as a secret informer upon his employer, Collector Spalding, the republican predecessor in office of Mr. Seeberger; and in complaints previously made to the commission was referred to as one of the persons who could testify to violations of section 12 and to neglect of duty by Collector Spalding; as was also E. W. Sheibner, who could testify to violations of sections 12 and 13 of the civil-service act and to double dealing, incompetency, and neglect of duty. These men who could, with others, be used to testify, were clerks in the custom-house under Mr. Spalding, and a desire to retain their places suggested the request that their names be not divulged until their testimony was required. Their services, however, were not required, the papers in the case having been returned by the commission to the President, from whom they were received, with the statement by Commissioners Eaton and Thoman that there was no authority to make further inquiry unless requested by the President to do so. No further inquiry was made.

Mr. Webster states that he was removed or coerced to resign for political reasons, and this is all the charge there is against Mr. Seeberger that deserves any consideration whatever. This charge Mr. Seeberger emphatically denies. Webster was not removed; he resigned; and the fact that he resigned is conclusive evidence that he knew he possessed no legal right whatever to be continued in office. He knew that his continuance in office was a matter resting entirely in the discretion of the collector. The reform league of Chicago also knew this to be true, and it has nowhere denied the right of Mr. Seeberger to make the removal. If a man believes he has a legal right to the position he holds, it is his duty to himself, and to the law, and to the justice of his case, to submit to nothing but dismissal. When Mr. Webster resigned he abandoned all legal claim to his position; and without claim or right, why should he or the Chicago reform league seek the intervention of the President, or an investigation by the commission, unless for partisan political reasons? If injustice had been done to Mr. Webster what remedy or redress under the civil-service law does he or the Chicago league now seek for him? He sought the aid and sympathy of this reform league, not for restoration to office, but for that temporary newspaper prominence which might make more popular the purposes of both, which purposes were to antagonize and to discredit a democratic administration. The league might possibly demonstrate its pretended power and usefulness by an attempt to find some legal redress for such complainants as Mr. Webster, if any could be found to exist. But in these cases of removal from office restoration is not sought through the civil-service commission, for it is known to be powerless to effect it; but the purpose of complaint is to fasten upon a democratic administration some charge of violation, if not of the letter, then of the spirit of the law, violations which are rarely, if ever, sought for during a republican administration, as whatever it might do would be called a faithful observance of the law.

The civil-service reform league of Chicago, as stated by its attorney, was a seeker after violations of the civil-service law. It sought to investigate Mr. Spalding, Mr. Seeberger's predecessor, and it used Webster and others as aids. When Mr. Webster's resignation was accepted and he was out of office, he was again taken in charge by the league, and all his papers were forwarded by it to the President; they are made a part of the testimony—if it can be called testimony—taken by the commission.

It seemed to be the purpose of this league to convict Mr. Seeberger of some violation of the civil-service law and rules—without knowledge of in what the violation consisted. It needed a complainant, a complaint, and a reformer's effort to become politically prominent. If prominence were obtained, even if needed facts were not obtainable, the purpose would be secured by a newspaper republication of the charges after it became known that there had been a failure to prove them.

It may be some gratification to the league for its persistent effort to find wrong doing where none existed, if it could justify Mr. Webster in continuing to call Mr. Seeberger a "liar," and to "hope that his wrongs might be righted in the latter part of 1885," and that, in the language of Mr. Francis A. Hoffmann, there might be "*no more brutal and unjust decrees of party*," such as removed Mr. Charles H. Ham, a republican, from the office of appraiser in the Chicago custom-house, and gave his place to Mr. Francis A. Hoffmann, a democrat, which place was most gratefully accepted by him to prove in his own case, it may be presumed, the truth and force of the opinion he had expressed to Mr. Webster in confidence for republican uses, but dangerous when

is known to the public by the Chicago league; then, in Mr. Hoffmann's opinion there was a "breach of trust" and a "perfect outrage" upon somebody.

The President has said that he regards himself as pledged to the fair and honest enforcement of the civil-service law, because public duty requires that, like all other duties, it should be, in good faith and without evasion, enforced.

To enable the President to see that the law is enforced, it is not necessary for the civil-service commission to investigate every trivial and unreasonable charge against a government democratic official, because he is such, upon the ground that he must be presumed to be guilty of whatever charged until he is proven to be innocent. The "leagues" and "associations," which are too often essentially political in their character and purposes, and not composed entirely of consistent reformers, as well as the individual pretenders to devotion to the public interest as civil-service reformers, could concede to the President and to his party some honesty of purpose, and should believe that as far as is in his power he will see that the civil-service law and the orders made by himself are faithfully executed.

So long as unreasoning hostility to the administration and persistent denunciation called vigilance and investigation in the cause of honest government and civil-service reform, so long will it be known that neither civil-service reform nor honest government are the real subjects of deep concern; but that greed for office and party success are the mainspring to action, and the defeat of the present democratic administration the highest purpose. Men who will repose no trust nor confidence in others can fail to secure it in themselves.

When the law authorizes investigations to be made by the commission in its discretion concerning facts touching the enforcement of the law and the effects of rules and regulations, it may be assumed that the commission, being charged with this duty, and directly responsible to the President, will see to its performance in all legitimate ways; and as all the official relations with the commission of those intrusted with the execution of the law are necessarily closer and more exacting and accurate in principle and details, it must therefore soonest know and will soonest judge of infractions and violations of law, and can most speedily and effectively apply all needed corrections and remedies.

Rumors and suspicions started by self-constituted reformers, and by newspapers in some localities, with but little regard for exactness of statement, are enlarged and tried to strengthen the political animosities of other localities, until these rumors and suspicions are so often reproduced that they assume the form of direct charges without a particle of obtainable evidence to prove them to be true. Yet the demands of a party press and of civil-service leagues will be made upon the commission or upon the President for an official investigation. If an investigation is accorded, the movements of the commission and their supposed purposes are telegraphed or written up with all the varied ingenuity of correspondents until an investigation is held and the absence of all proof has demonstrated the malice or the folly of the published rumors and suspicions, when the censured officials must be pronounced through investigation by the commission innocent because their enemies did not even attempt to prove them to be guilty.

Some believe it to be the duty of the commission to prove Mr. Seeberger guilty of some violation of the law. Such was the opinion of the civil-service reform association of Philadelphia in reference to Postmaster Harrity because certain statements were made and repeated weekly in the public press, and by the people, charging Postmaster Harrity with violations of the law, and that therefore the civil-service commission should prove him not guilty. This attempted imposition of a duty upon the commission would make a reversal of the law, "so old that the memory of man runneth not to the contrary," that a man is presumed to be innocent until he is proven to be guilty. It is certainly against justice and public policy to propose to investigate any supposed misconduct of a government official charged with any duty under the civil-service act and rules without some specific charge of wrong doing. Suspicion and mere rumor are insufficient to justify official action on the part of the commission, but the commission will at all times gladly receive any information leading to knowledge of violations of the civil-service law and rules, and upon any reliable and definite statement will take prompt action.

Party malevolence is so deep, and partisan prejudice and persistence so strongly abided in the minds of many, that the same charges will be kept in some form to be again imposed upon the public as the exigencies of politics and hostility to the administration may require. The result of all these investigations without specific charges must, as in this case, be a failure to condemn; but the charges will be repeated in some form by political enemies, with this addition, "Not proven, but guilty all the same." Proclaimed suspicion by friends is more difficult to counteract and more damaging than the open charge of enemies; the one is enduring; the others, to be effective, must be proved. I am unwilling to believe that any democratic officeholder, who has a duty to perform in the faithful administration of the civil-service law, should be so suspected as to justify investigations of his acts without specific

charges from some responsible source ; neither do I believe that the commission is justified in holding confidential relations and correspondence with civil-service leagues and associations anywhere, for thereby unjust suspicions may be strengthened and encouraged, and injustice done to the innocent before any proof has been obtained or even attempted.

REMOVALS FROM OFFICE.

It was never a violation of the civil-service law to turn a man out of office ; but a way is provided by that law by which a man shall be selected to fill a vacancy in the departmental or in the customs or the postal-service whenever it exists.

The civil-service law does not interfere with section 194 of the Revised Statutes of the United States, or with any other law concerning removals from office. That section provides that—

“The head of each department shall make an annual report to Congress of the names of the clerks and other persons that have been employed in his department and the offices thereof, stating the time that each clerk or other person has been actually employed and the sums paid to each ; also, whether they have been usefully employed, whether the services of any of them can be dispensed with without detriment to the public service, and whether the removal of any individuals, and the appointment of others in their stead, is required for the better dispatch of business.”

That is a statute where both letter and spirit justify and require removals. It requires that each clerk, or other person, shall be actually employed ; that they shall be usefully employed ; that if necessary their services shall be dispensed with ; that they shall be removed and others appointed in their stead for the better dispatch of business. The heads of departments, or those holding the appointing power, determined these conditions, for the reason that the judgment of those in the public service upon whom is placed by law or departmental regulation the responsibility for the faithful and efficient discharge of official duty by their subordinates should be accepted whenever they advise changes and removals as being in the public interest.

Under the civil-service law a clerkship is in one sense a condition of perpetual probation. It means trial, and that a failure on trial means dismissal. After a regular appointment there is a state of continued trial in the effort and the hope to go higher in the public service. Whoever from any cause ceases to grow begins to rot, and hence men work to grow better, when to fail is to invite dismissal and to make them necessary. Continued improvement and good conduct, and rules for determining what is such, must ever remain a part of the merit system, which must include the way to get in and the only way to stay in office, while the exact measure of the value of the service should ever remain and be a part of the appointing power, the power responsible for the full and faithful discharge of the duties imposed upon it by law. Under these conditions the character of the service rendered would, as a rule, determine the term of continuance ; and no claim or influence outside of merit could or should be permitted to determine it. It seems, however, to be the opinion of some impracticable civil-service reformers that a civil-service law should be a sort of a tenure of office law ; and that it should prevent removals from office ; that an appointment under it should be a guarantee of continuance in office, without regard to continued and greater merit and good conduct as determined by the appointing power.

He who now questions or denies the right of removal without assigning reasons, virtually says to the appointing power, I know you have the constitutional right to displace me, but you shall not exercise that right, or you shall exercise it only in such manner as I think proper to prescribe. I will not, without complaint, consent to a dismissal unless you shall give a reason satisfactory for it to me and to my friends. Who, in such a condition of affairs, would be master, the responsible man or the subordinate ?

In every business there must be some master, but who could be master of a clerk who believed he held an office from which he could not be dismissed ? Subordinates without the responsibility which attaches to superiors have never in any successful business been permitted to be masters ; it is especially so in government employment. Worthless or useless subordinates, who have been fastened upon some department by the influence or power of some senator or representative, or office broker, are generally in a state of persistent insubordination, and will threaten their chiefs with their “outside influence,” and generally with success, unless they have some favors permitted to them not allowed to others. If all employes were brought within the merit system, the useful would soon take the place of the useless, and all pernicious influence would be destroyed and the merit system be successfully advanced.

The official judgment of an appointing officer which takes a republican out of office appears to be of no avail in justification of the act, although the act would be highly commended by active partisans, if, instead of a republican, a democrat had been dismissed or had resigned ; and, strange as it may seem, those most clamorous for restoring the dismissed to office are their political opponents, who, in their regret for the dismissal, sometimes denounce it as the “brutal and unjust decree of party.”

In what has been written in this case concerning the actions and purposes of the civil-service reform league of Chicago, there may seem to some that much is uncalled for and objectionable; but it must be borne in mind, in justification, that this league, and all other leagues and associations of like character, are composed of men who, like other private citizens, have no legal responsibilities in the execution of the laws. They are only individual members of society, with no more power nor higher duty than other citizens; but they are associated together as teachers, advisers, and judges of public merit, public duties, and statutes. They assume to be judges without being judicial or in some things judicious, and claim the right to denounce and to condemn those who aim to administer the law, and yet disclaim all responsibility or obligation to furnish proofs of any specific charges which they have made. They can accuse, but they cannot be forced to testify or to furnish testimony upon any complaint or subject of investigation. They assume the right to censure and to condemn without the liability to be punished. They can vilify established authority and find abettors in malignant partisans and seek party approval and support for their reward.

Individuals may have high aims and duties in the cause of good morals and honest government, but when they measure these aims and duties by party lines, misrepresentation of the character and transactions of administration become a policy which should be condemned, or there can be no successful civil-service reform. It is the duty of all good men to awaken solicitude for the suppression of the spoils system in our government, but to that end the freedom of investigation is pre-eminently requisite. But investigations into violations of laws should be legal and at all times tend to legal and beneficial results. If the acts of those whose duty it is faithfully to execute the civil-service law are to be viewed as a public offense, they should in some manner be punished as such. Those who make the charges of violations should be prepared with some better evidence than mere suspicion and rumors, or, upon inability or refusal to furnish proofs, be themselves justly condemned for ignorance or malignant calumny and misrepresentation.

It is time that those who make charges without ability or willingness to furnish proofs should be made to know that there is a responsibility upon private citizens as well as upon officials which cannot with honor be avoided. If the purpose sought is to condemn for a punishable offense, the failure to prosecute or to aid in a prosecution should also be viewed as a public offense, or at least an offense against individual honor and justice.

Very little of the testimony, so called, has any bearing whatever upon the real question involved, which is the right of an appointing officer to remove his subordinate without assigning any reasons to the public other than in his judgment are proper and justifiable. If the appointing officer withholds all reasons for removal he exercises his right and his duty in the public service, and thereby he may save the person dismissed from public disgrace. Reasons may often operate disastrously to those who unwisely invite them.

Mr. Webster's opinions of himself, as given in his affidavit, are not conclusive evidence of his merit, or that he is entitled to a preference in any office to the exclusion of others, yet such a preference his friends seem to claim for him. The recommendations of his friends as to his general character and efficiency, which were made to enable him to secure some other position as clerk, are not material in this investigation, and may not have proved very material in his finding employment. Evidently his temper was not improved by the recommendations of his friends, as shown by the language he applied to Mr. Seeberger, nor was his party affiliation lessened in intensity, as shown by his expressing the "hope that his wrongs would be righted in the latter part of 1888."

One claim in favor of Mr. Webster's retention in office was his non-partisanship. An applicant for civil-service examination is forbidden to disclose his party affiliation, as disclosure would prevent his examination; but when he gets into office he boldly and offensively proclaims it; if for other reasons he be dismissed, he denounces his dismissal as a political persecution; thus disclosures which would keep him out of office become arguments in favor of his retention.

The responsibility for the full and faithful discharge of the duty of collector of customs at Chicago was not imposed upon any one of the gentlemen who vouched for Mr. Webster; and their recommendations are like thousands of others which have failed to put men in office and have not succeeded in turning men out. They have in cases like this no legal operation upon anybody and give no legal force or effect to the action of the commission. If the commission were not in Chicago in pursuance of law, it had no business there. If it cannot point to some legal results of this investigation, it had no business there. It is a law-executing body, and without authority of law it can execute nothing but itself.

Ex parte statements made without legal responsibility of any kind do not confer any authority upon the commission to condemn anybody, and yet its action is now invoked that some opinion censuring Collector Seeberger may be obtained, in order that in an indirect way the present administration might be denounced for permitting a

violation of the spirit of the law—the invisible and undiscernible part of the civil-service law which lies in the “vast deep” of republicanized civil-service reform—while the law itself remains unknown to the self-constituted censors, and its imposed duties, though faithfully performed, find in them no word of approval.

It is believed there are certain correct principles, as well as statements of facts, in what is above written, and that it is not difficult to apply them to this case, so far as they bear upon it. The testimony, so called, need not be repeated, as it is all printed with this report; but reference enough is made to what is material to justify the conclusion which has been reached. All that is vital is contained in the statement of Mr. Webster and the contradictory statement of Mr. Seeberger.

Mr. Webster attempts to show in his testimony, so called, that he was requested to resign, or virtually removed, because he was a republican, and therefore for political reasons.

Mr. Seeberger declares that he did not request Mr. Webster's resignation for any political reason. That declaration of Mr. Seeberger ends the case as far as the commission has any power to act; and he cannot be condemned or censured unless the commission rejects its own decision.

The commission stated in its first annual report, which statement has been repeated and confirmed in every succeeding report, and by its action in every case of investigation for the facts of removal, that the power to remove, even for the most selfish and partisan reasons, remains, in a legal sense, unchanged.

And the commission in its report made June 30, 1887, in the case *vs.* William F. Harrity, postmaster at Philadelphia, used the following language on the question of removals:

“In the absence of a provision of law or a presidential rule requiring this, reasons for dismissal cannot be demanded. The power of removal is unrestricted, and the appointing officer may, without incurring the danger of any penalty, remove an employé for any cause and refuse to give the employé any reason for his action. He may even remove an employé for no cause without danger of any action that can be taken against him under the civil-service act and rules.

“From the statement of the law in relation to removals it will be seen that this commission had no authority to inquire into the reasons that influenced Postmaster Harrity to remove certain of the employés of the Philadelphia postoffice. The commission was compelled to take his volunteered denial that he dismissed employés against whom he had no complaints to make—that he dismissed any employé for partisan reasons only.”

Applying the principles of the case of Postmaster Harrity, and the official opinion given by the commission in that case, to the facts as shown by investigation in the case of George A. Webster against Collector Seeberger, no other conclusion can be reached than that Anthony F. Seeberger, collector of customs at Chicago, “has not been guilty of any violations of any of the rules or of any of the provisions of the civil-service act.”

A. P. EDGERTON,
U. S. Civil-Service Commissioner.

WASHINGTON, D. C., August 20, 1887.

REPORT OF COMMISSIONER LYMAN

In the matter of certain charges against Anthony F. Seeberger, Collector at the Port of Chicago.

Extract from the minutes of the commission of February 19, 1887:

“Chicago civil-service reform league. Complaint against Collector Seeberger in the matter of George A. Webster. It is directed that the papers in this case be referred to Commissioners Edgerton and Lyman, with instructions to make investigation of the facts of said complaint on or about April 12. It is further directed that Commissioners Edgerton and Lyman, at the time of this investigation of the complaint in the case of Webster, also generally make inquiry concerning the manner in which the civil-service act, rules, and regulations are enforced in the Chicago customs district and at the Chicago postoffice.”

In pursuance of the above direction Commissioners Edgerton and Lyman met in the office of the collector of customs at Chicago on the morning of April 11, 1887, and began the investigation with which they were charged. There were present, besides the commissioners named, Hon. Anthony F. Seeberger, collector of the port of Chicago, and Merritt Starr, esq., attorney, representing the civil-service reform league of Chicago. Mr. George A. Webster, on whose account the complaint was made, was

at present, although informed by the league of the time and place of the investigation and invited to attend, he being detained, as was stated, by business engagements.

CASE OF GEORGE A. WEBSTER.

The foundation of the complaint of the Chicago civil-service reform league was a communication dated Chicago, January 25, 1887, addressed to the President of the United States, and signed and sworn to by George A. Webster, which appears in full as an exhibit to the testimony accompanying this report.

WEBSTER'S COMPLAINT.

The material statements of that communication or affidavit are as follows: That Webster entered a competitive examination for a clerkship in the Chicago custom-house on September 1, 1883, and passed at a grade of 90.5 per cent.; that about seven months thereafter he received an appointment, and after serving a probation of six months was absolutely appointed, the collector at the time of his absolute appointment speaking in complimentary terms of his attention to business and general good conduct; that on February 3, 1885, he was promoted and transferred to the appraiser's office; that on January 13, 1887, he was sent for to come to the custom-house, and was informed by Special Deputy Collector John Hitt that his resignation was demanded by the collector, to take effect January 31, 1887; that on receiving this demand he immediately sought an interview with the collector at his store on Lake Street, and at that interview was told by the collector that he had not a word of complaint of his official conduct and ability; on the contrary, all conceded that they were excellent, but that owing to great pressure brought to bear upon him vacancies must be made; that he (Webster) must remember that our (the collector's) party had been out of power for twenty-five years, and that he (Webster) should be thankful for having been allowed to stay two years under a democratic administration.

Reporting to his immediate superior, Appraiser Francis A. Hoffmann, jr., Webster was told by him that he expected this; that the law and custom regulations placed the control of appointment and removal with the collector instead of, as it should be, with the appraiser; that he (Hoffmann) believed in civil-service in all its purity; i. e., that without a restraining law he would, upon taking charge of any office, look only to the honesty and efficiency of the force, entirely ignoring the politics of the incumbent and making removals for cause only; that from the high reputation of the office under Appraiser Ham, and from his own personal observation, he was satisfied that the force were more than ordinarily competent, honest, and efficient, and he was sorry to see him (Webster) go. Appraiser Hoffmann then went to Collector Seeburger, and on his return told Webster that all the concession he could obtain from the collector was an extension of time to February 15, when his resignation must take effect, and advised him to submit to the inevitable. The next day Webster resigned, as he states, under protest, the form of his resignation being dictated to him. He further states that he was not then and never had been a politician, never having attended a caucus or convention as a delegate, and but once as a spectator, although he held decided political views which he maintained in a quiet way, keeping always in view the rights of others who might differ with him.

COLLECTOR SEEBURGER'S REPLY TO WEBSTER'S COMPLAINT.

Webster's affidavit with the accompanying papers was referred by the President to the Civil-Service Commission February 1, 1887, and on the 4th of that month was forwarded to the collector of customs at Chicago for his information and for such reply as he might be pleased to make. On the 9th of February the collector replied to the commission, returning the papers and stating that when he requested the resignation of Mr. Webster it was for reasons amply strong; that he acted in strict conformity to the civil-service law, as he understood it, in so doing, and that he distinctly denied having said anything at the alleged interview between Webster and himself that could be construed to mean that his request for the resignation was prompted by political reasons.

FACTS ASCERTAINED UPON INVESTIGATION.

The collector in his communication admitted as true some of Webster's statements, but distinctly denied the truth of others, and thus raised an issue that could only be settled by a knowledge of all the facts in the case. Those facts we were instructed to find.

It is not denied by any one that Webster told the truth about his examination, appointment, and service in the Chicago custom-house, and it is admitted that Collector Seeburger demanded his resignation on the 13th of January, 1887, to take effect at the

end of that month, the time at which it should take effect being subsequently, at request of Appraiser Hoffmann, changed to February 14. It is also admitted Webster, in accordance with the demand of the collector, did resign, under protest and upon the advice of his immediate superior. Appraiser Hoffmann, "to submit good grace to the inevitable," and that his official connection with the custom-house was terminated by that resignation on the 14th of February, 1887.

The field of necessary inquiry in the Webster case was, therefore, limited to Webster's character, deportment, and capacity as a clerk, and to what took place at an interview between him and Collector Seeberger, at the latter's store in Lake Street on the day the resignation was demanded.

WEBSTER AS A CLERK.

Collector Spalding, as he was about retiring from office, in a letter dated September 30, 1885 (see Exhibit D), testified to Webster's competency as a clerk, and Appraiser Hoffmann, in a letter dated November 26, 1886 (see Exhibit E), testified to his industry, faithfulness, and efficiency, and to his ability and integrity as a man; and in a certificate dated January 19, 1887 (see Exhibit I), Mr. Ham, then out of office, testified to the good character, capacity, and faithfulness of Webster during the three years of his service in the appraiser's office and to his good education and intellectual brightness. In two communications, one without date and purporting to have been addressed to officers of the Chicago and Northwestern Railway Company (see Exhibit F), and the other dated January 14, 1887, and addressed to Webster himself (see Exhibit H), Appraiser Hoffmann testified in the strongest manner to the excellence of Webster's record in the appraiser's office, and to his faithfulness, ability, and integrity. In the latter communication expressed the wish that Webster might speedily obtain employment with some one who could appreciate his worth, and where he would not be subjected to the vicissitudes of public life nor the brutal and unjust decrees of a party, closing with this statement: "Command me whenever I can serve your interests. It is the least I can offer to an honest and faithful employé of the government."

These are the testimonies of the men under whom Webster served, and who would reasonably be supposed to have had knowledge of his character and ability, and if they have told the truth, they have established the fact that he was an honest, competent, and faithful clerk. The language used by them cannot possibly be misapplied to a dishonest, incompetent, and unfaithful clerk. It is true that Mr. Hoffmann in his testimony explaining his letters, stated that he based his estimate of Mr. Webster largely upon what Mr. Ham, his predecessor, had said of him; but he also stated that his letters contained what he believed at the time they were written, and at the time of testifying, believed to be the truth so far as he had any personal knowledge. Mr. Deputy Collector Hitt testified that Webster was an "average clerk" nothing beyond it; that he made errors and frequently "had matters returned for correction;" that he was inattentive and careless about matters of form. Together the testimony shows that Webster was at least an "average clerk" in industry, faithfulness and efficiency, and that his integrity and ability were unquestioned.

WEBSTER AS A PARTISAN.

Appraiser Hoffmann in his testimony stated that he had at various times heard accusations against Webster to the effect that he was an intense partisan, but that he had made no investigation of those charges, and that Webster, on his attention being called to them, had denied that there was any truth in them. No evidence was offered and none was taken which tended to show, or did show, that Webster was extensively active in political matters, or that his partisanship in the slightest degree interfered with his usefulness as a clerk. On the contrary, he himself stated in an affidavit (Exhibit C) that he was never a politician, had never attended a political convention as a delegate, and but once as a spectator, but that he had strong political views which he "always held in a quiet and gentlemanly way, keeping always in view the rights of those who might differ with him;" that he "deposited his vote and went about his business," believing that to be the extent of his duty as a citizen. J. K. Wright, ex-member of the democratic state central committee of Wisconsin, in a certificate made February 6, 1887 (Exhibit G), stated that after an acquaintance of years with Webster he could bear witness that, although a steadfast Republican, Webster was in no sense a partisan of bigoted or offensive views, and that he never saw him take an active part in politics, and knew him to be a man who deposited his vote and went about his business.

Mr. Starr, as a witness, testified that during the progress of an investigation by the Chicago civil-service reform league in the winter and spring of 1885, concerning the conduct and use of the Chicago custom-house and its employées during the presidential campaign and election of 1884, Mr. Webster was several times seen and asked

questions of the league, his testimony being to the effect that there was an indirect undefined solicitation of funds for campaign purposes being made in the custom-house during the fall of 1884, but that little money was obtained, and that he with-
 drew and declined to make any contribution or pay any assessment to any political fund or any other fund by reason of his position in the government employ. Mr. Webster's conduct at the time in furnishing information to the league with regard to the administration of the custom-house by Collector Seeberger's predecessor, very dis-
 tinctly and thoroughly satisfied those making the investigation on behalf of the league, as they state, that he was not in sympathy with the use of the office for the benefit of the party then in power, and was ready to furnish such information as was in his knowledge which would lead to the prevention of such use of the office by that party.

WEBSTER'S INTERVIEW WITH COLLECTOR SEEBERGER.

With regard to the interview between Webster and Collector Seeberger, at the latter's store in Lake street, it will be seen that the two accounts, the one by Webster and the other by Collector Seeberger—and there were no witnesses to the interview, so that the statement of neither party can be tested by the recollection of other persons—agree on some points and differ on others. The interview occurred on the 13th of January, and Webster's account of it was written on the 25th and sworn to on the 26th of the same month, while Mr. Seeberger's account was given on the 11th of April, three months after the occurrence. Webster stated that the collector told him that he did not hear a word of complaint of his official conduct or ability; on the contrary, all who knew him attested that they were excellent. Collector Seeberger said in reference to this statement that the remark usually made under such circumstances was, "There are no formal complaints made against you," but he certainly did not use the language attributed to him by Webster. "In his case there were no formal charges," Webster represents the collector as saying, "That owing to great pressure being brought to bear upon him vacancies must be made;" that he (Webster) "must remember that his (the collector's) party had been out of power twenty-five years," and that he (Webster) "should be thankful for having been allowed to stay for two years under a democratic administration," and that "an examiner would soon have been appointed." Replying to this the collector said in substance that Webster's call on him was at a time when he was busy with his affairs, and that he would not undertake to repeat the precise conversation that took place. He would, however, deny emphatically that he said anything that could be construed that the request for Webster's resignation was prompted by political reasons. He thinks that, in the course of the conversation, he may have called Webster's attention to the fact that there was a list of civil-service eligibles in the hands of the local board, and that many of these eligibles were preferring claims, directly and indirectly, on the strength of their political connections, and in that sense it might be called pressure. Webster said the collector promised to reconsider and send for him that afternoon, but the collector stated that he had no recollection whatever about the question to reconsider, but his impression was that there was not a shadow of truth in it. Webster's account of this interview, while it does not in terms so state, does distinctly convey the impression that when the collector spoke to him of pressure being brought to bear, he understood him to mean political pressure; but the collector stated that he did not speak of political pressure, but of the pressure of names whose names were on the eligible register.

REASONS FOR WEBSTER'S REMOVAL.

Concerning the reasons for Webster's removal, or the demand for his resignation, his testimony is inconclusive. Webster's account of his interview with Collector Seeberger, the letter of the reform league to the President (Exhibit B), Appraiser Mann's remark about the brutal and unjust decrees of party (Exhibit H), and the circumstances connected with the resignation, certainly justify the suspicion that politics had something to do with the demand for it; but Collector Seeberger distinctly and emphatically denied that he demanded the resignation of Webster because he had "refused to contribute to a political fund or for a political purpose, or for political services to any party or politician, or because he had refused to obey the appointing officer or any other person in the civil-service to coerce his action."

He, however, nowhere states, neither in his letter to the commission nor in his testimony, although having abundant opportunity to do so, that he was not actually influenced by political reasons in demanding it. He did, however, deny that he said anything at the interview between himself and Webster that could be construed to mean that the request for the resignation was prompted by political reasons. His final statement on the subject, made deliberately and after reflection, was that the reasons for Webster's removal "were in his own mind and keeping," and he would not state them.

Among the papers submitted to the commission in the Webster case were his honorable discharge from the Army of the James in 1864 and a certificate of gunshot wound, right hip.

CONCLUSIONS DRAWN FROM THE PAPERS AND TESTIMONY.

The conclusions to be arrived at from a consideration of the papers and the testimony in the case appear to be—

1. That Webster's appointment in the customs service at Chicago was made upon due and orderly certification from the proper register of eligibles after examination under the civil-service law and rules.

2. That during his connection with that service he was at least an average clerk in faithfulness and efficiency, and his integrity and ability were unquestioned.

3. That his separation from the service was forced—practically a dismissal—his resignation being demanded, and tendered under protest, and upon the advice of Appraiser Hoffmann, his immediate superior, to submit to the inevitable.

4. That the real reasons for his dismissal are not disclosed, being in the "mind and keeping" of the collector. One of the reasons suggested by the testimony, viz, that his work was sometimes inaccurate and had to be returned for correction, is, in my judgment, inadequate; and another, viz, that there was "pressure direct and indirect from those on the eligible register" is absurd, when it is remembered that Webster himself was appointed from the same register with an average of 90.5 per cent. This latter suggestion is so utterly inadequate and absurd as a reason for dismissal, that its appearance in the testimony can only be explained on the supposition that the pressure from the eligibles on the register had a political coloring.

5. That Webster, as an honorably discharged wounded soldier of the United States, was not given the benefit of that provision of the act of August 15, 1876 (Vol. 19 U. S. Stats., p. 169), which reads:

"Provided, That in making any reduction of force in any of the executive departments, the head of such department shall retain those persons who may be equally qualified who have been honorably discharged from the military or naval service of the United States, and the widows and orphans of deceased soldiers and sailors."

NUMBER AND GRADE OF EMPLOYÉS, CHANGES, ETC.

The commissioners making the investigation submitted to Collector Seeberger certain interrogatories relative to the number and grade of the employés in the Chicago custom-house at the time he became collector, and at the date of the inquiries, and relative to the changes that had taken place in the force during his administration. These interrogatories, with the collector's answers, are attached hereto, and marked "Exhibit N."

From this exhibit it appears that the whole number of employés in the customs service at Chicago on the 1st day of October, 1885, the date of Mr. Seeberger's accession to the office of collector, was 98, and on April 1, 1887, 93, a decrease of 5, caused by the discontinuance of that number of temporary inspectors.

Of the whole number employed October 1, 1885, 14 were regarded as unclassified and not subject to examination, and on April 1, 1887, 13, a decrease of 1, caused by the abolition of 1 storekeeper's position at \$800. Up to April 1, 1887, Collector Seeberger had made 10 appointments to unclassified places, leaving only 3 such places with the employés unchanged.

On October 1, 1885, as also on April 1, 1887, the number of excepted places was 9, to which places Collector Seeberger, prior to the latter date, had made 5 appointments, and at least 1 additional appointment has been since made, leaving 3 of the 9 places unchanged.

Of the whole number employed on October 1, 1885, 3 have been removed, 2 have died, 51 have resigned, 1 has been suspended, and the positions of 8 others have been discontinued, making the whole number of changes 65 out of a total force of 98, or 66.35 per cent. How many of those who resigned did so voluntarily and how many upon request the statement does not show, but the important and suggestive fact to which attention is called is that two-thirds of the whole force was changed in the period of about eighteen months.

BOARD OF EXAMINERS.

The books, papers, records, and files of the board of examiners for the custom-house at Chicago were carefully examined, and were found well kept and to be in excellent condition. No charges have ever been filed with the commission against this board or any of its members, and no suggestion or intimation came to us from any quarter while we were in Chicago, that it had ever been guilty of any wrong-doing. It deserves, and, as far as we could learn, possesses the confidence and respect of the community in which it is located.

REASONS FOR DELAY IN REPORTING AND FOR MAKING AN INDIVIDUAL REPORT.

Concerning the delay in making this report and the reasons for its being an individual report, it is proper that I should say that, on the 19th of April, Commissioner Edgerton, writing from Fort Wayne, Ind., to the secretary of the commission, transmitting the papers of the investigation, stated that he would, if desired, make the report on the custom-house matter. After his return to Washington he several times stated in conversation with me, that he intended writing something concerning the Chicago custom-house investigation which I might and might not be willing to sign. Therefore delayed writing anything on the subject until the draft of his report was laid before me, when, finding it a paper which I could not sign, the foregoing was prepared as my statement of the case.

CHAS. LYMAN,

United States Civil-Service Commissioner.

WASHINGTON, D. C., *August 23, 1887.*

TESTIMONY

taken at Chicago, Ill., April 11, 1887, in case of George A. Webster vs. Anthony F. Seeberger, collector, etc.

12.25 P. M.

Present: Commissioners Edgerton and Lyman, Collector Seeberger, and Merritt Starr, attorney for civil-service reform league; the above-named commissioners being present in pursuance of the following order of the Civil-Service Commission, dated February 19, 1887 (Exhibit A):

The complaint in the case of Webster, referred to in this action of the commission, was brought to the attention of the commission through the civil-service reform league of the city of Chicago, which, on the 29th day of January, 1887, addressed to the President of the United States a communication as follows (Exhibit B):

By Commissioner LYMAN:

"Q. I will ask Mr. Starr, of the civil-service reform league, if he identifies the signatures of Mr. Peabody and Mr. Grover?—A. Yes, sir; those are the signatures of those gentlemen."

The statement of Mr. Webster, referred to in the communication just read, is as follows (Exhibit C):

"Q. Mr. Starr, are you the person who administered that oath?—A. Yes, sir; I am."

The inclosures mentioned in this communication are attached, or rather copies of them, first, a communication dated September 30, 1885, signed by Jesse Spalding, collector, which is very brief, marked D; a communication signed by Charles H. Ham, dated November 26, 1886, marked E; a communication without date, signed by Francis A. Hoffmann, jr., appraiser, marked F; a communication dated February 6, 1887, signed by J. W. Wright, ex-member of the democratic state central committee of Wisconsin, written from Marinette, Wis., marked G.

These papers, which have been read, are the papers which were transmitted to the Civil-Service Commission by the President of the United States.

These papers were forwarded by the Civil-Service Commission, in a communication dated January 4, 1887, to the collector of customs at Chicago for his information and such reply as he might be pleased to make. The collector, on February 9, 1887, replied to the commission in a communication which will presently be made a part of the record.

"Q. Before reading this communication I desire to ask Mr. Starr whether he has any other papers that he desires to submit concerning this case?—A. Before going on with that I would like to ask you, Mr. Lyman, if this statement of Mr. Webster's, which has been read, is the statement that you referred to when you spoke to me a while ago, and said that it seemed that he had been telling this fairy tale to others?"

Commissioner LYMAN. "I will answer that inquiry by stating that the communication in which Mr. Webster makes the statement about 'fairy tales' is not yet properly before us."

Mr. STARR. "Here is the letter of Mr. Appraiser Hoffmann, bearing date 14th of January, 1887, and entitled 'Port of Chicago, Ill., appraiser's office.'" (Exhibit H.)

"Here is also the letter of Mr. Charles H. Ham, late appraiser of this port, bearing date the 19th of January, 1887." (Exhibit I.)

By Commissioner EDGERTON:

"Q. Are there any others, Mr. Starr?—A. Those constitute all the papers which I have to offer in this matter. I wish to add to that the statement that the league has

addressed Mr. Webster on the fact that an investigation would be held and apprised him of that fact upon the 9th of April, 1887, and has received a reply from him stating that he is in Milwaukee in the Milwaukee agency of the Washington Life Insurance Company of New York, and that it is impossible for him to leave his duties there and undertake a journey to Chicago."

"Q. Well, do you want to file that paper?—A. I have no desire in the matter one way or another. It is at the disposal of the commission."

Collector SEEBERGER. "I desire by all means that that should go on the record. This communication of Mr. Webster, dated Milwaukee, April 6, 1887, and addressed to Thomas W. Grover, secretary of the Chicago civil-service reform league, offered is marked (Exhibit K).

By Commissioner LYMAN:

"Q. Mr. Starr, have you anything else to offer?—A. I was requested by the committee to call attention to this fact, that quite a number of complaints have been made to the secretary of the league by various parties who have been removed, who as they have been removed, and have been told to resign; have had resignations extorted from them."

(Commissioner Edgerton objects to this statement going on the record, on the ground that it is argumentative and irrelevant.)

"That Mr. Seeberger had said to them, when asked for a reason for the action taken in their cases, that it was caused by the pressure upon him to make places for people and that this pressure was party pressure.

"I make this statement for two reasons. In the first place the league has not seen fit to recommend any action in the large majority of these cases; we having not desired to ask any investigation at the hands of the President or the commission except in such cases as seemed to clearly present probable cause for action. In the second place, I refer to it for this reason, that the fact that the same answer has been made is reported to have been made—in very many cases by the collector as a reason for action of the same kind, and which, if it comes within the purview of the civil-service law—because that has the same provision—tends to show that there has been removal for party reasons. In other words, the question which we have asked to have investigated is this: Has there been removal for party purposes? We have not asked, Mr. Webster a good man or a bad man? We have asked, Has there been removal for party purposes? And the fact that the same answer has been returned in many cases is evidence that such removals have been made.

"This is all I have to offer. The secretary of the civil-service reform league in Chicago has received in person the complaints to which I have referred, and can give more complete information concerning them. We are not here as prosecuting attorneys."

Examination of Francis A. Hoffmann, jr., United States appraiser at Chicago.

By Commissioner LYMAN:

"Mr. Hoffmann, among the papers that have been submitted in the case now being inquired into by Commissioner Edgerton and myself, namely, that of Mr. George Webster, late an employé of the office of the appraiser, is a letter purporting to be signed by you as appraiser—I should rather say a copy of a letter—which I will read. The letter to which I refer is as follows: (See Exhibit F.)

"Q. I have said, Mr. Hoffmann, that this purported to be a copy of a letter given by you to Mr. Webster; you may state whether, according to your recollection, this is a copy of a letter written by you?—A. I think it is; yes, sir. I don't remember the exact words, but I think it is, substantially, the letter I wrote.

"Q. Mr. Hoffmann, another letter signed by you, dated Chicago, January 14, 1887, and addressed on the envelope to George A. Webster, esq., has been offered and received, and is marked 'Exhibit H' will you please examine that letter and state if it was written and signed by you?—A. Yes, sir; I wrote that letter.

"Q. Do you wish to make any statement, Mr. Hoffmann?—A. Well, the first letter that I wrote was the last one offered in evidence (H). The one addressed to George A. Webster was the first one that I wrote, and was written without any solicitation whatever on his part or any other person. The letter first offered in evidence (F) was written at his request, to be used for a specific purpose, namely, to be handed to some gentleman connected with some office, and to show my estimation of the man and his qualifications for the position of book-keeper, or some similar clerical position, and containing what I then believed and still believe about him as far as his ability is concerned.

"The letter last offered in evidence (H) was written and delivered by me in person to Mr. Webster, and, as I explained to him then and there, was to be used for whatever purpose whatever except as an expression of my personal esteem for the man, and as an expression of my gratitude to him, as I would feel towards any employé in

office who had performed the duties of his position, as far as I knew, faithfully. It was written, in fact, under the impulse of the moment, although it contains what I then believed, and still believe, as far as I know of my own personal knowledge, to be the truth.

"I may add, however, that prior to the writing of that letter, and, in fact, some considerable time previously, I had heard (which at the time I did not think of) various accusations against this Mr. Webster, not only as far as his efficiency was concerned, but in other respects, to the effect that he was an intense partisan, and so forth; but when I wrote that first letter (the last one introduced) I did not know that it was the same person against whom the charges had been made, but subsequently I discovered the identity.

"Q. Mr. Hoffman, did you make, at that time, or have you at any time since these charges were made concerning Mr. Webster's partisanship, made any investigation, any inquiry, to satisfy yourself whether such charges were true or not?—A. I made no formal investigation, because I had nothing to do with the appointment of these gentlemen, not having any direct control of the employes of the appraiser's office; but I did make inquiries, and found a number of people here who made accusations against Mr. Webster, which could not be called formal charges, in which it appeared that he had displayed intense partisanship.

"Q. You state that you did not personally make any investigation to satisfy your own mind as to the truth of these charges?—A. No, sir. At first they were merely in the shape of rumors, and I asked Mr. Webster himself whether there was any truth in these charges, and he denied them; but there being nothing of a specific nature at that time, I gave them no further heed. I may say that subsequently charges were made by a gentleman whose veracity I have no right to doubt."

By Commissioner EDGERTON:

"Q. When were you appointed appraiser?—A. I think it was the 14th of November, 1886, but I did not take charge of the office until about ten days subsequently.

"Q. How long did you know Mr. Webster officially before January 14, 1887?—A. Well, of course I met him there in the office for a number of times, and then I was called to New York to attend a conference of appraisers, which lasted for several weeks, and then there was a recess taken; and afterward I returned and attended the final session of the conference, and came back finally Christmas day, 1886, and from that time on I have been attending to the duties of the office.

"Q. You had mistaken his identity?—A. I know now, positively, what I did not know then, that, long prior to my taking possession of this office, several people, among whom I can now only mention by name Mr. Blanchard, United States deputy marshal, had made complaints to me in reference to the retention of a man by the name of Webster; nor was I then interested in the matter, although he was, as he (Blanchard) claimed, an intense partisan and traduced the democratic party and the administration. I would not be able to give Mr. Blanchard's name as one of these gentlemen were it not that some time in February of this year I had a conversation with him in the United States district attorney's office, when this subject was broached by him again, and the recollection of the former conversation about Mr. Webster was thus revived. Then there were men connected with the United States service in this building who also made complaints about it, which was, however, subsequent to my appointment as United States appraiser, November 14, 1886. I may also state that when I wrote those letters I was governed to a great extent, necessarily, by what my predecessor, Mr. Ham, had said about Mr. Webster. One of the first things that I did when I took charge of the office was to inquire into the merits of the different employes. I thought it was my privilege and my duty. And among others I asked about Mr. Webster, of whom he spoke very highly; and of course I placed a great deal of confidence in what he said about the men, under the circumstances; and he spoke in such high terms of him that I felt justified in using similar expressions."

"Q. Your knowledge of Mr. Webster at the time this letter was written was limited to about a month?—A. Yes, sir.

"Q. So your knowledge of him was derived from what others had said, rather than from your own knowledge?—A. Yes, sir.

"Q. Whose position did you take in the custom-house?—A. Charles H. Ham's.

"Q. Did he resign?—A. Well, sir, to be candid with you, I know nothing about that; but I understand from the document I received that he was suspended.

"Q. Was that one of those 'brutal decrees of party' you spoke of in that letter?—A. I do think that the dismissal of an official without giving him an opportunity to have the cause of his dismissal examined into is a piece of brutality. The question as to whether there is cause for dismissal would rest, of course, with the gentleman who has the right to dismiss; but as to the question as to whether it has been exercised properly, I am confident that it would not be improperly exercised by the present incumbent of the position of collector of the port. There might be a hundred reasons justifying the dismissal of this man that I did not know of.

"Neither of the letters was written with the expectation that it would be published. The first letter (Exhibit H), the one directed to Mr. Webster, was simply an expression of my good-will towards him; and the second letter (Exhibit F) was written in response to a request of a certain gentleman who contemplated taking Mr. Webster into his employ, asking me my opinion of Mr. Webster's efficiency and honesty; and the use of these letters, which were both of a private character, for any other purpose than the one designated to Mr. Webster by me explicitly when handed him, I consider a breach of trust."

"Q. What was Mr. Webster's purpose in using that letter?—A. When I found out that he had made such use of this letter, I upbraided him, and told him that I considered it a breach of trust; and he said that he had been asked by a number of his friends to make complaint of this office here with reference to his leaving his position, and that he called on several gentlemen and was asked to show the letter among other things that he had, and to make a formal complaint and use that letter as a justification. He himself said to me that he was sorry that he used that letter."

By Collector SEEBERGER:

"Q. When you took charge of the office, and up to the time of that change, were you not impressed with the desire to keep the office as it was until you had become accustomed to it? Your absence, of course, of three weeks out of six gave you but a limited opportunity to discover this man's peculiarities or all his shortcomings.—A. Yes, sir; I would have to swear now, if I were on the stand, that, as far as I know, he was a competent and faithful man—restricting that statement to my own personal knowledge."

By Commissioner LYMAN:

"Q. Mr. Hoffman, in an affidavit made by Mr. Webster he states that after he had been asked to resign and had had an interview with the collector, he reported the facts of that interview to you, and that you said, in substance, that you expected this, but the law and the customs regulations placed the control of appointment and removal with the collector instead of, as it should be, with the appraiser. Is this statement of Mr. Webster's true?—A. That statement is substantially true, except as to the first part of it, where he says that I said that I expected it, which is true only in a general sense and not as specifically applied to him."

By Mr. STARR:

"Q. Then you did expect numerous changes?—A. No; it would be better language to say that I took for granted that changes would be made in that office as in all offices; but in a general way I did expect changes to be made. I don't want to be understood to have meant that I had any anticipation of this particular change."

By Commissioner LYMAN:

"Q. Mr. Hoffman, Mr. Webster also states in his affidavit that you said to him that you believed in the civil-service in all its purity; that is, that without a restraining law you would, upon taking charge of any office, look only to the honesty and efficiency of the force, entirely ignoring the politics of the incumbent, and making removals for cause only. Is this statement of Mr. Webster's true?—A. I do not remember whether I made that statement, but think it likely that I did, because it expresses what I believe, and have always believed, to be the true course to be pursued."

"Q. Mr. Hoffman, Mr. Webster further states that you went to see the collector, and upon returning stated to him that all the concession you could obtain from the collector was an extension of time until February 15, and advised him to submit to the inevitable. Is this statement true?—A. The statement is true provided it is qualified. It is true that at my request Mr. Webster received a month's notice instead of two weeks' notice; but that was done, as the collector expressed himself to me, simply in compliance with my request and on my account—that is, because I did request it; and in that very interview the collector so expressed himself."

"As to the latter portion of the question, I did state to him that I always found it to the best interests of a person to submit with good grace."

"Q. In your letter marked 'Exhibit F,' given to Mr. Webster or written to some person in Mr. Webster's behalf, in order that he might secure employment, you said that in consideration of Mr. Webster's excellent record he is given a month's notice instead of a fortnight's, an unusual favor. What is the force of that expression, 'an unusual favor'?—A. That was true as far as I was concerned. On account of my solicitude about the man, the collector gave Mr. Webster a month's notice instead of, as I understood was the usual custom, two weeks' notice."

By Mr. STARR:

"Q. When you speak of the month's notice instead of two weeks' notice, do you mean notice of the inevitable termination of his employment by the Government?—I meant to state what, as I understand, has been the custom of giving gentlemen

the service a certain number of days' notice. It amounted to this, that Mr. Seeger, for reasons of his own, as a public officer, had determined on a change, and for reasons of his own, the particulars of which I did not know, he (Webster) expected to resign or get suspended, I presume."

By Collector SEEBERGER :

"Q. Did you not possibly mean by that that there was no probability that the collector would retract or take back his request for the resignation?—A. I told him that would either have to resign or some other means would be made use of, and I therefore advised him to submit with good grace."

By Commissioner EDGERTON :

"Q. Do you think, Mr. Hoffman, that his using your confidential letter was submitting with good grace?—A. I think that anything like that is a perfect outrage."

"Q. Who was the successor of Mr. Webster?—A. A young man by the name of Wallace."

"Q. What are his qualifications, as compared with Mr. Webster's?—A. His qualifications are excellent."

"Q. What of his character?—A. His character is good."

By Mr. STARR :

"I would like to make a statement, as a witness, in regard to Mr Webster."

"During the early winter and spring of 1885, the civil-service league, which I here present, was somewhat active in seeking information with reference to the personnel of the force in Government employ. It related to the force which was in employment at the time of the change in administration, the 4th of March, 1885, and it was a continuation of an investigation made by our body of the conduct and use of this office and the employes of this office during the presidential campaign and election of 84. We were anxious then to ascertain whether there had been any violations of the civil-service law, and whether there had been any improper solicitations made to collect funds from the employes of the Government to be used for political purposes. Mr. Webster at that time was reached by the league. His name was brought to our notice, I think, by Mr. Scarlet, who made complaints against Collector Spalding. Having obtained his name from Mr. Scarlet, we sent for Mr. Webster, who came to us at various times and answered our questions. It was enough to satisfy us that there was enough to justify an investigation of that question. Mr. Webster's testimony went to the effect that there was an indirect and undefined solicitation of funds for campaign purposes being made in this office during the fall of 1884. Mr. Webster very distinctly and clearly stated that very little money was obtained; that he, for Mr. Scarlet, I believe, for another, and two or three other gentlemen whose names have escaped me, distinctly stated to us that they declined to make any contribution to pay any assessment to any political fund or any other fund by reason of their position in Government employ. And Mr. Webster's conduct at that time, in furnishing information with regard to the administration of this office by the predecessor of the present collector, very distinctly and thoroughly satisfied us that he was not in sympathy with the use of the office for the aid of the party then in power, and was ready to furnish such information as was in his knowledge which would lead to the prevention of such use of the office by that party then in power."

By Commissioner EDGERTON :

"Q. What party was the civil-service league supporting at that time?—A. No party."

"Q. Its members?—A. Nearly all of the executive committee, as individuals, supported Cleveland. I supported Cleveland."

By Collector SEEBERGER :

Q. "Are you aware of the fact that Mr. Webster was one of the chief promoters of the matter of the charge being preferred by Mr. Scarlet against Collector Spalding?—A. No, sir."

By Commissioner EDGERTON :

"Holding an office under Mr. Spalding, Mr. Webster permitted himself to be used by an organization for the purpose of bringing odium upon Mr. Spalding."

**Examination of John Hitt, special deputy collector.*

By Commissioner LYMAN :

"Q. Mr. Hitt, in an affidavit made by Mr. George A. Webster concerning the matter of his resignation, he states that on the 13th of January, 1887, he was notified by telephone to come to the collector's office, and upon reporting there was informed by

Special Deputy Collector John Hitt that his resignation was demanded by the collector, to take effect January 31. You may state, Mr. Hitt, whether this statement of Mr. Webster's is correct or not.—A. My recollection is that about that time, in the ordinary course of business, I called him here and gave him notice that his resignation would be accepted at that time.

“Q. He states that he asked to see Collector Seeberger, and was told that he would find him at his store on Lake street. Did you tell him that?—A. To understand that. Mr. Lyman, what I said to him was that, if he must see him immediately, he could see him at his store, but that he could see him at the ordinary hour that afternoon, that is 1 o'clock, at the office.

“Q. Did Mr. Webster remain to see the collector in the office, or did he go away?—A. He went away; that is my recollection.

“Q. Mr. Webster states that on the following morning, about 10 o'clock, he was called to the telephone and told to come right up to the collector's office; that he replied he was crowded with work and asked if lunch-time at noon would not answer, and was told, 'No, sir; come right up.' Do you recollect any such telephonic conversation?—A. I recollect that I called him up the next morning. As to the details I could not tell you. That was my way.

“Q. When he reached the office, what took place?—A. My recollection would be that he filed a resignation.

“Q. Was he asked to file that resignation?—A. I would not say that he was asked the second morning, but what was said the morning previous covered the business.

“Q. He states that he then wrote a resignation which he left, and returned to his work; that a messenger soon afterwards arrived at the appraiser's office and called the appraiser's attention to certain changes desired in the resignation, reminding him that the word 'Hon.' was desired, and the name of the collector, and that the word 'sir' was desired, and February 14 was the date when the resignation was to take effect, instead of the 15th. Did you suggest these changes?—A. I filed it when I got it, with the private secretary, and did not concern myself about it.

“Q. Then the suggestions as to the changes of form were not made by you?—A. No, sir.

“Q. Did you return the resignation to him? Did it pass through your hands? He states that soon after he was summoned to the custom-house and asked to rewrite the entire resignation in language dictated to him from a form which he was furnished. Did you dictate this resignation?—A. No, sir. I am trying to recollect about that, whether it was myself or whether it was Mr. Hoyne, this matter of form. He handed me the first document, and, as I recollect, wrote another form, and spoke about writing it from dictation being necessary.

“Q. When you first sent for Mr. Webster, at whose request did you send for him?—A. The collector's. The collector requested that he be sent for.

“Q. Did the collector direct you to ask for his resignation?—A. It was customary for the collector to direct me to notify a person that his services are no longer needed. It was simply communicating the notice to him.

“Q. You understood the situation to be that his services were to terminate on the 31st of January, and that he had the privilege of resigning?—A. Yes, sir.”

By Collector SEEBERGER:

“Q. Mr. Hitt, I believe you had previously seen a resignation written out by him, which was in due form, and which was for some one else. Your impression was, was it not, that it was an intended affront?—A. That was my impression.

“Q. You are aware of this fact, that in answering communications from the heads of departments there is a form required, and that it is generally expected to be in decent language at least, and it has been generally observed, has it not?—A. Yes, sir.

Q. Whatever you had to do with the return of it, it struck you as being far short of what it should have been?—A. He had been in the office for so long that I supposed he should have known what was the customary form.

“Q. You are aware of the fact that there was no demand, it being customary in these matters?—A. He knew the use of forms when he would think a moment.”

By Mr. STARR:

“Q. I suppose the only importance that it had at all was its tending to show that it was a dictated document, and that he did not resign voluntarily?—A. I know very well that he wished to remain.

“Q. How long was Mr. Webster under you?—A. I would have to look at the records of Mr. Spalding's time. My impression is that it was over two years.

“Q. Do you know something about his character as a servant of the Government?—A. Yes, sir; he held a clerkship there. I think it was \$1,000 a year. I know that he occupied that position; that his duties were as copying-clerk. He was an average clerk—nothing beyond it. As I recollect, the duties were of a very simple character there.”

By Collector SEEBERGER:

Q. His correspondence between this office and the appraiser's office was not all satisfactory was it Mr. Hitt?—A. No, sir; the water was rather too deep for him. There were a good many matters that were returned for correction. He was called in frequently and his attention called to clerical matters by both Mr. Hoyne and Mr. Van Cleve.

Q. You were aware of his returning communications addressed by this office to the appraiser's office?—A. Yes, sir; also in copying the appraiser's letters they would be spoiled by taking imperfect press impressions.

Q. It occurred several times that letters addressed to this office had to be returned?—A. Yes, sir; he was the officer. And it was that inattention that afterwards gave him a character that he was not the best man for that place, nor any one like it. He was not given to attending to a form very well anywhere, and that was the essential thing in that position.

Q. Was it not your general impression that from the course pursued since the present collector has been in office, that Mr. Webster has shown an indifference to his duties?—A. After three or four weeks we expect a clerk to know about the details. It becomes hard to bear, and we usually get somebody that will attend to it in all its details."

By Commissioner LYMAN:

'Mr. Collector, at the beginning of this inquiry, I stated that you wrote a letter to the Civil-Service Commission, dated February 9, 1887, in reply to the suggestion of the commission for comment upon Mr. Webster's affidavit, which was sent to you for the purpose. This letter I will now make of record and mark it 'Exhibit L.'

'A letter of the Secretary of the Treasury concerning the authority of the collectors in customs over appointments to, and removals from, the appraiser's office, of date January 8, 1887, is made a part of the record, and marked 'Exhibit M.'

'Mr. Webster, in his affidavit, which has been frequently referred to, states that, at the time his resignation was asked for he had an interview with you at your store on Lake street, and that at that interview you stated to him that you had not had a word of complaint of his official conduct or ability; that, on the contrary, all conceded that they were excellent; but that owing to the great pressure brought to bear on you, vacancies must be made; that he must remember that our party (which is our party) had been out of power for twenty-five years, and that he should be thankful for having been allowed to stay two years under a democratic administration; and after some further conversation he left you, you promising to reconsider and decide for him that afternoon. This is Mr. Webster's statement of what took place at that interview. If you please, you may state whether such an interview between yourself and Mr. Webster took place, and your recollection of what was said at that interview.

A. I wish to state in this connection that I had given my reply in my letter of February 9, and had made up my mind clearly that that was the only thing I would have to say with reference to my action. I think it was a clear statement of the facts. But I feel it my duty to explain more distinctly with reference to the conversation with Mr. Webster.

He called on me at my place of business at an hour when I was not accustomed to be at the custom-house. I was then busy with my affairs, and the precise conversation with him at that time I would not undertake to repeat. I wish to say emphatically and to be understood as denying having said anything that could be construed as the request for his resignation was prompted by political reasons.

I think, however, that it is possible that in the course of the conversation I may have called his attention to the fact that there was a long list of civil-service eligibles in the hands of the local board, and that many of these eligibles were preferring claims, directly or indirectly, on the strength of their position as eligibles; and in that sense it might be called pressure. Now, so far as the political phase of this pressure is concerned, the course of the collector is a plain and definite one. He has no right to inquire into the political faith of any eligible whose name may be cited; and in this case, as in all others, when this reason was assigned or explanation given, I would say that it was with the fact in mind that, almost as an entirety, the political opinions of the applicants were unknown to the appointing officer. It is as much the desire of the collector to enforce the law in its intent and true spirit as it can be the part of any one. I think that, notwithstanding the zeal shown by the civil-service league, these cases are in as good hands as they would be if entrusted entirely to that body.

I had hoped that it would not be necessary to enter into any discussion of this matter, or to be compelled to answer any accusations as to my truthfulness; but as this has come up in this shape I feel it my duty to say that the only consideration that induced me to keep back the facts that prompted the request for Mr. Webster's resig-

nation was the desire to spare his feelings and avoid unnecessary discussion. I have pursued that course in every instance where I have asked for a resignation, and it is under my experience, the best course to pursue. It is not always necessary or best that the party who is asked for a resignation for reasons amply strong, as in this case should be told of them, or that they should be made public.

"I have no recollection whatever about the question to reconsider, but my impression is that there is not a shadow of truth in it.

"In regard to my saying, during the conversation, that I had not a word of complaint as to his official conduct, the remark usually made under such circumstance is, 'There are no formal complaints made against you;' but I certainly did not use the language imputed to me here. In this case there were no formal charges. The reasons for his removal were in my own mind and keeping."

By Commissioner EDGERTON:

"Q. In requesting the removal of Mr. Webster, did you do so because he had refused to contribute to a political fund or for a political purpose, or to render political services to any party or politician, or because he had refused to permit the appointing officer or any other person in the civil-service to coerce his action?—A. I can say emphatically, no."

By Commissioner LYMAN:

"Q. Mr. Collector, you have said, in your communication to the commission, that the reasons for asking Mr. Webster's resignation were amply strong. Are you willing to state what those reasons were?—A. I would prefer not to state them, and in that I think the party would have reason to thank me. I do it with all respect to your legitimate inquiry.

"I desire to state in that connection that the same course would have been pursued months before in Mr. Webster's case had it not been for a desire to leave the force in the appraiser's office, as long as Mr. Ham was the incumbent, undisturbed. No attempts at making any changes in the appraiser's store were made until after the appointment of his successor, the desire being to avoid any embarrassment to the head of the office prior to the change.

"Q. Mr. Collector, when vacancies occur in the classified places in this custom house, by resignation, removal, or otherwise, what is the course pursued by you in filling these vacancies?—A. All things being equal, it is the practice invariable with me to appoint the one standing highest on the list; but when there is a manifest inequality as to fitness, notwithstanding the rating, I have in some instances been compelled to take the lowest rather than the highest on the list."

At the conclusion of the statement by Mr. Seeberger the question was repeated to Mr. Starr whether he had any other papers to present to the commission in this case and he replied that he had not.

The above statements were made in the presence of Commissioners Edgerton and Lyman and taken down by O. E. Pagin, stenographer, at Chicago, April 11, 1887.

A. P. EDGERTON, *Commissioner*.

CHAS. LYMAN, *Commissioner*.

EXHIBITS

To testimony taken in the case of George A. Webster vs. Anthony F. Seeberger, collector, et al.

[EXHIBIT A.]

[Extract from minutes of commission of February 19, 1887.]

Chicago civil-service reform league. Complaint against Collector Seeberger in the matter of George A. Webster. It is directed that the papers in the case be referred to Commissioners Edgerton and Lyman, with instructions to make investigation of said complaint on or about April 12. It is further directed that Commissioners Edgerton and Lyman, at the time of the investigation of the complaint in the case of Webster, also generally make inquiry concerning the manner in which the civil-service act, rules, and regulations are enforced in the Chicago customs district and at the Chicago postoffice.

[EXHIBIT B.]

[Referred to the commission by the President on February 1, 1887.]

CHICAGO, January 29, 1887.

PRESIDENT, Washington, D. C.:

George A. Webster, a clerk in the appraiser's department of the Chicago custom-house, has intrusted to us the inclosed letter, with the request that we bring it to your attention. Mr. Webster has also shown us various letters and documents which leave no room for doubt that his service in the positions which he has held in the custom-house has been thoroughly efficient and beyond criticism. The circumstances surrounding him, connected with his resignation or removal, justify us in believing that the motives and purpose of the civil-service legislation have, in his case, been fully considered and that the facts should be laid before you for consideration.

Respectfully,

FRANCIS B. PEABODY,
President.
THOMAS W. GROVER,
Secretary.

[EXHIBIT C.]

[Inclosure of Exhibit B.]

CHICAGO, January 25, 1887.

PRESIDENT OF THE UNITED STATES:

With your permission I submit the facts concerning my appointment to and removal from the position of clerk in the appraiser's office of the Chicago custom-house.

On September 1, 1883, I passed a competitive examination along with seventy or eighty others, in accordance with the rules and regulations of the civil-service law, then passed. September 26, 1883, I received from the secretary of the examining board a certificate showing my standing to be 90.5 per cent. About seven months later I received, to my surprise—for I was entirely without political influence—a notice to report to the collector of customs, which I did.

During a few questions as to my experience as a clerk, he offered me a position in the custom-house, which I accepted.

During a probationary term of six months the collector gave me a formal certificate of permanent appointment, at the same time speaking in complimentary terms of my adaptation to business and general good conduct.

On July 3, 1885, I was promoted and transferred to the appraiser's division, where I have since been present at work.

On the 13th of this month I was notified by telephone to come to the collector's office. Upon reporting there I was informed by the special deputy collector, John W. Ham, that my resignation was demanded by the collector, to take effect January 31. The implicit confidence in my civil-service certificate (taken in connection with my excellent record) this request stunned me.

I went to see Collector Seeberger, and was told that I would find him at his store in the city. I went there, and he said, in substance, this: That he had not had a complaint of my official conduct and ability; on the contrary, all conceded to me were excellent; but that owing to the great pressure being brought to bear upon the custom-house, vacancies must be made; that "you must remember that our party has been in power for twenty-five years;" that I "should be thankful for having been allowed to stay two years under a democratic administration;" and that an examination would have to go soon. After some conversation in regard to my being eligible for reappointment (as a letter to me from the Civil-Service Commissioners stated), I left promising to reconsider and send for me that afternoon.

I reported to my immediate superior, Appraiser Francis A. Hoffmann, jr., who informed me, in substance, that he expected this; that the law and customs regulations placed the control of appointment and removal with the collector instead of, as it was with the appraiser; that he believed in civil-service in all its purity—that without a restraining law he would, upon taking charge of any office, look only to the honesty and efficiency of the force, entirely ignoring the politics of the incumbent; that making removal for cause only; that from the high reputation of this office and Appraiser Ham, and from his own personal observation, he was satisfied that the force were more than ordinarily competent, honest, and efficient; that he would like to have me go, etc.

I went to see Collector Seeberger, and upon his return said that all the consolation I could obtain from the collector, and that it was difficult to obtain that, was

an extension of time until February 15, and advised me to submit to the inevitable. I told him I would have to submit, but under protest. The next morning about 10 a. m. I was called to the telephone and told to come right up to the collector's office. I replied that I was crowded with work, and asked if lunch-time at noon would not answer, and was told "No, sir; come right up." I obeyed, and upon arrival was told to write out my resignation. I did this, under protest, in the following form:

"ANTHONY F. SEERBERGER,

"*Collector of Customs, Chicago:*

"Accept my resignation, to take effect February 15, 1887.

"GEORGE A. WEBSTER, *Clerk.*"

I then returned to my work. A messenger soon arrived with my resignation, calling the appraiser's attention to the following changes desired:

First, "Hon." should be written before the collector's name; second, "Sir:" after official title, and finally, "February 15" changed to "February 14."

These errors I readily admitted and corrected, disclaiming any intention of discourtesy on my part, and returned the corrected paper by the messenger.

Soon after I was again summoned to the custom-house and compelled to rewrite the entire resignation in language dictated to me from a form which they furnished, which read, "I hereby tender," etc.

The papers submitted in this case are:

First. Civil-service certificate of examination.

Second. Certificate of probationary service, and permanent appointment.

Third. Certificate of promotion and transfer.

Fourth. Discharge from Army of James, August 24, 1864.

Fifth. Certificate of gunshot wound, right hip.

Finally, complimentary letters from Collector Spalding, Appraisers Chas. H. Ham, and Francis A. Hoffmann, jr., all bearing strong testimony to my honesty, efficiency, and general good character as a man and officer.

I also wish to say that I am not now, nor never was, a politician, never having attended a caucus or convention as a delegate, and but once as a spectator. I have, however, strong, honest, political views, which I have always held in a quiet and gentlemanly way, keeping always in view the rights of others who might differ with me. I deposit my vote and go about my business, believing this to be the extent of my duty as a citizen.

To your kind consideration, Mr. President, I submit my case for any action which you in your judgment may deem best.

Very respectfully, yours,

GEORGE A. WEBSTER.

STATE OF ILLINOIS, *County of Cook, ss:*

George A. Webster, being first duly sworn, states upon oath that the statements of fact in the foregoing letter are true.

Subscribed and sworn to before me this 27th of January, A. D. 1887.

[SEAL.]

MERRITT STARR,
Notary Public.

[EXHIBIT D.]

PORT OF CHICAGO, ILLINOIS,
Appraiser's Office, September 30, 1885.

SIR: I am informed that my successor will soon take charge of this office.

Before leaving I desire to inform you that your record has been that of a competent officer.

I am, sir, respectfully,

JESSE SPALDING,
Collector.

[EXHIBIT E.]

PORT OF CHICAGO, ILLINOIS,
Appraiser's Office, November 26, 1886.

To whom it may concern:

This is to certify that Mr. George A. Webster, the bearer of this paper, was in my employ during the last two years of my service as appraiser of this port, as recording clerk.

It gives me pleasure to certify to his industry, faithfulness, and efficiency during such service, and to testify to his ability and integrity as a man.

CHAS. H. HAM,
U. S. Appraiser.

[EXHIBIT F.]

[From Appraiser Hoffmann's letter to Chicago and Northwestern Railway's general office.]

Mr. George A. Webster has been in this office for three years past employed as a book-keeper and recording clerk. I consider him a trustworthy, reliable, and efficient man.

He attended faithfully to his duties, was quiet and gentlemanly in his conduct, of most exemplary habits, and has given complete satisfaction to me and Mr. Ham, my predecessor.

In consideration of Mr. Webster's excellent record, he was given a month's notice, instead of a fortnight's—an unusual favor.

If you shall appoint Mr. Webster, you will obtain the services of an honest, faithful, and able man.

Respectfully, yours,

FRANCIS A. HOFFMANN, JR.,
U. S. Appraiser.

[EXHIBIT G.]

POSTOFFICE DEPARTMENT,
Marinette, Marinette County, Wis., February 6, 1887.

I hereby certify that after an acquaintance of years with George A. Webster, of the appraiser's division of the Chicago custom-house, can bear witness that although he is a steadfast republican, he is in no sense a partisan of bigoted or offensive views, and that I never saw him take an active part in politics; and know him to be a man who deposits his vote and goes about his business in a quiet manner. I certify this in justice to a neighbor and friend in whose honesty and ability as an official and integrity as a man I have implicit faith.

J. K. WRIGHT,
Ex-member Democratic State Central Committee of Wisconsin.

[EXHIBIT H.]

PORT OF CHICAGO, ILLINOIS,
Appraiser's Office, Chicago, January 14, 1887.

DEAR SIR: I desire to give expression to my high opinion of you as a man of integrity and capacity.

I regret exceedingly to be deprived hereafter of your valuable services as a book-keeper and correspondent in this office. You have had my full confidence, and I shall at all times testify to your disinterested devotion to duty and absolute, unquestionable honesty. I deem you particularly suited for a position of trust; you will never betray any one's confidence.

May you speedily find employment with some one who can appreciate your worth, where you will not be subjected to the vicissitudes of public life nor the brutal and unjust decrees of party.

Command me whenever I can serve your interests. It is the least I can offer to an honest and faithful employé of the Government.

Faithfully yours,

FRANCIS A. HOFFMAN, Jr.

[EXHIBIT I.]

CHICAGO, January 19, 1887.

To whom it may concern:

It gives me pleasure to testify to the good character, capacity, and faithfulness of the bearer of this note, Mr. G. A. Webster. He was in the service of the government in my department while I was appraiser of the port of Chicago, three years. As a recording clerk he was called upon to familiarize himself with the invoices of imported goods, which he did thoroughly. He also handled appeals, and in that branch of his work became acquainted with the law and treasury decisions. I believe Mr. Webster could, and would, if employed, make himself very useful to any large importer requiring the services of a broker to conduct his customs business. Mr. Webster is a man of good education and very bright intellect.

Faithfully,

CHARLES H. HAM.

[EXHIBIT K.]

MILWAUKEE, April 6, 1887.

THOMAS W. GROVER,
Secretary C. S. R. League, Chicago:

DEAR SIR: Your favor of the 5th inst. at hand. It will be impossible for me to be on hand April 9, as I am engaged on my monthly reports to New York office.

Would like to be there, if for nothing else than to prove Collector Seeberger a liar when he says he did not tell me it was "pressure" that caused him to remove me.

I think he told several others this same fairy tale, among them Harvey S. Wheeler, late examiner appraiser's store; John Miller, late assistant auditor custom-house, Mr. Herman, of the marine department (Captain Greene's); Mr. Nordham, export and drawback clerk of entry and warehouse department, and others.

At any rate, he told me this, and, I understood, he also told these gentlemen.

The question for Mr. Seeberger to answer is this: Why did he remove me from a position in which I was—by the evidence of both my superior officers, republican and democrat—highly efficient, and which removal was characterized by the democratic appraiser "the brutal decree of party?"

This removal, taken in connection with the fact that I passed as fair and square an examination as ever has been or ever will be, and received an appointment equally as fair, and entirely free from party bias, makes my removal truly the "brutal decree of party," which will, with all others of like nature, be righted in the latter part of 1888.

Until then I shall patiently wait.

Very respectfully,

GEORGE A. WEBSTER.

P. S.—I left your first civil-service report either with Mr. Starr, or on your desk, when you were not in.

W.

[EXHIBIT L.]

CUSTOM-HOUSE, CHICAGO, ILL.,
Collector's Office, February 9, 1887.

Hon. A. P. EDGERTON,
Chairman of the Civil-Service Commission, Washington, D. C.:

SIR: I have the honor of acknowledging the receipt of your favor of the 4th instant (I. D. T.) inclosing a letter under date of January 29, 1887, signed by Francis B. Peabody, president of the civil-service reform league of Chicago, and accompanying this letter a communication signed by George A. Webster, both the letter of Mr. Peabody and the communication of Mr. Webster being addressed to the President and by him referred to the Civil-Service Commission.

You write that Mr. Webster charges that his action in tendering his resignation was coerced, and that it is desired by the Commission that I will make such reply to the complaint as I may deem proper and return the papers to the commission therewith.

In reply I would respectfully say that when I requested the resignation of Mr. Webster it was for reasons amply strong, and that I acted in strict conformity with the civil-service law, as I understand it, in so doing. It is not my purpose to enter into discussion upon the absurd position taken by Mr. Webster in the communication in question; but I most distinctly deny having said anything at the alleged interview that could be construed to mean that the request for the resignation was prompted by political reasons.

The commission desires to be informed under what provision of law or order of the Treasury Department the appointments for, and removals from, appraiser's office of the district at Chicago are made on the nomination of the collector.

In reply I would respectfully say that the order of the Treasury Department under date January 26, 1886 (E. H.), a copy of which is herewith inclosed, and to which you are respectfully referred, distinctly clothes the collector with the power to nominate.

Respectfully submitted.

ANTHONY F. SEEBERGER,
Collector.

[Inclosure in Exhibit L.]

TREASURY DEPARTMENT, OFFICE OF THE SECRETARY,
Washington, D. C., January 26, 1886.

COLLECTOR OF CUSTOMS, Chicago, Ill.:

SIR: Referring to a communication from the appraiser of merchandise at your port, dated the 19th instant, concerning certain appointments, you are advised that appraisers and assistant appraisers are appointed by the President by and with the ad-

consent of the Senate; and examiners at the port at Chicago, Ill., are appointed by the head of this department upon the recommendation of the collector of

Respectfully, yours,

D. MANNING,
Secretary.

[EXHIBIT M.]

TREASURY DEPARTMENT, *February 8, 1887.*

STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.:

MEMORANDUM: Your communication of the 4th instant, in relation to the method of appointment in the appraiser's office at the port of Chicago, is received.

In answer to your request, I have the honor to inform you that appointments for appraisers from that office are governed by the provisions of section 2634 of the Statutes of the United States.

The collector of customs being the principal officer at the port of Chicago, under sections 1356 and 1362 of the customs regulations, he is authorized to nominate to the Secretary of the Treasury for appointment such persons as he may deem necessary for the proper conduct of the customs service under his jurisdiction.

Attention is called to the fact that in every instance where appraisers have been appointed or nomination, that power has been specifically conferred upon them by an Act of Congress—vide sections 2530, 2538, 2539, and 2545, revised statutes, which relate to the ports of Boston, New York, and Philadelphia.

Respectfully, yours,

D. MANNING,
Secretary.

[EXHIBIT N.]

QUESTIONS SUBMITTED TO THE COLLECTOR OF CUSTOMS AT CHICAGO, ILL.

1. What whole number of employes of all grades and classes in the customs service at the port of Chicago at the time you became collector, and now?

2. What number of employes in each class or grade in each office, and their compensation, then and now?

3. What number, official designations, and compensation of those regarded by you as not included in, the classification at the port of Chicago, then and now?

4. What number and official designations of those included within the classification at the port of Chicago, but whom you regard as excepted from examination under the law?

5. Is the whole number of employes is greater or less at the present time than when you became collector, the cause of such increase or decrease?

6. What number, names, and official designations of the persons removed from office upon your recommendation?

7. What number, names, and official designations of the persons who have been removed from the service during your incumbency of the office of collector, other than by removal, and the manner of separation?

8. What number of persons appointed by you upon certification by the board of appraisers, showing the number to each grade or class?

9. What number and names of persons appointed by you to excepted places?

10. What number of persons appointed by you to unclassified places?

A. P. EDGERTON,
Pres. U. S. Civil-Service Commission.

Chicago, April 11, 1887.

REPLIES OF COLLECTOR SREBERGER.

CUSTOM-HOUSE, CHICAGO, ILL.,
Collector's Office, April 11, 1887.

SIR: I have the honor to submit the following replies to questions handed me you this day:

Answer to Question No. 1.

October 1, 1885		April 1, 1887.
Class exempt.....	3	Class exempt.....
Class 4.....	12	Class 4.....
Class 3.....	7	Class 3.....
Class 2.....	13	Class 2.....
Class 1.....	16	Class 1.....
Class A.....	27	Class A.....
Unclassified.....	14	Unclassified.....
Temporary.....	6	
Total.....	96	Total.....

Question No. 2.

[Collector's office.]

Class.	Designation.	October 1, 1885.		April 1,	
		No.	Salary.	No.	S
Exempt.....	Collector.....		\$7,000.00		\$7,000.00
Four.....	Deputy collector and clerk.....	1	3,000.00	2	3,000.00
	do.....	2	2,500.00	1	2,500.00
	do.....	1	2,200.00	1	2,200.00
	Cashier.....	1	2,200.00	1	2,200.00
	Auditor.....	1	2,200.00	1	2,200.00
	Confidential secretary.....	1	2,200.00	1	2,200.00
	Clerks.....	2	1,800.00	2	1,800.00
Three.....	Clerk.....	1	1,700.00		
	Deputy collector and clerk.....	1	1,600.00	1	1,600.00
	Clerks.....	4	1,600.00	3	1,600.00
Two.....	do.....	3	1,500.00	6	1,500.00
	Assistant cashier.....	1	1,400.00	1	1,400.00
	Clerks.....	3	1,400.00	2	1,400.00
	Chief weigher.....	1	1,500.00	1	1,500.00
	Special inspector, per day.....	1	4.00	1	4.00
	Weighers and gaugers, per day.....	2	4.00	2	4.00
	Inspector cigars, per day.....	1	4.00	1	4.00
	Inspector and clerk, per day.....	1	4.00	1	4.00
One.....	Clerks.....	2	1,300.00	1	1,300.00
	do.....	2	1,200.00	3	1,200.00
	Inspectors, per day.....	9	3.50	9	3.50
	Assistant weighers and gaugers, per day.....	2	2.50	2	2.50
A.....	Clerk.....	2	1,000.00	2	1,000.00
	do.....			1	
	Inspectors, per day.....	17	3.00	16	3.00
	Store-keepers.....	4	1,100.00	3	1,100.00
	Watchmen, per day.....	2	2.50	3	2.50
Unclassified.....	Messengers.....	2	840.00	2	840.00
	do.....	1	780.00	1	780.00
	Store-keeper.....	1	800.00	(*)	
	Laborers, per diem.....	5	2.00	5	2.00
Temporary.....	Deputy collector, per month.....	1	30.00		
	Inspectors, per diem.....	5	3.00		

* Discontinued.

[Appraiser's office.]

Exempt.....	Appraiser.....	1	\$2,000.00	1	\$2,000.00
Four.....	Examiners.....	2	2,000.00	1	2,000.00
	do.....	1	1,800.00	2	1,800.00
Three.....	Examiner.....	1	1,800.00	2	1,800.00
Two.....	do.....	1	1,400.00		
One.....	Clerk.....	1	1,200.00	1	1,200.00
A.....	Assistant examiner, per day.....	1	3.00	1	3.00
	Openers and packers, per day.....	1	2.50	2	2.50
Unclassified.....	Messenger, per day.....	1	2.00	1	2.00
	Opener and packer, per day.....	1	2.00	1	2.00
	Laborers, per day.....	1	2.00	1	2.00
apt.....	Surveyor, Michigan City.....	1	250.00	1	250.00

Question No. 3.

[Collector's office.]

Class.	Description.	October 1, 1885.		April 1, 1887.	
		No.	Salary.	No.	Salary.
Unclassified.	Messengers	2	\$840. 00	2	\$840. 00
	.....do	1	780. 00	1	780. 00
	Store-keeper.....	1	800. 00	(†)	(†)
	Laborers, per day	8	2. 00	8	2. 00
	Messenger, per day.....	1	2. 00	1	2. 00
	Opener and packer, per day	1	2. 00	1	2. 00

† Abolished.

Question No. 4.

Chief deputy collector.....	5	Assistant cashier.....	1
Deputy collectors.....	1		
Confidential secretary	1	Total	9
Cashier.....	1		

Question No. 5.

Number of employ es decreased from 98 to 93, caused by discontinuance of five temporary inspectors.

Question No. 6.

William E. Kent, impost clerk ; neglect of duty and absence from office without leave. Gabriel Davoust, inspector ; discontinued for the good of the service. William F. Fellbrick, laborer ; removed for being absent from duty without leave.

Question No. 7.

No.	Class.	Name.	Position.	Remarks.
2	Class 4.....	James H. Gilbert	Deputy collector and clerk.....	Resigned.
5	Class 4.....	Robert Reid	Cashier	Do.
7	Class 4.....	J. R. Van Cleave	Confidential secretary	Do.
9	Class 4.....	F. E. Barnard	Tea examiner.....	Do.
10	Class 4.....	John C. Miller.....	Assistant auditor.....	Do.
12	Class 4.....	H. S. Wheeler.....	Examiner	Do.
2	Class 3.....	John A. Fitch	Deputy collector and clerk.....	Do.
4	Class 3.....	Peter Kiolbassaa	Clerk	Do.
5	Class 3.....	Peter Buschwak	do	Do.
6	Class 3.....	J. B. Nordhem	do	Do.
2	Class 2.....	R. T. Perry	do	Do.
4	Class 2.....	J. H. Abbott	Assistant cashier	Do.
6	Class 2.....	James McNair.....	Clerk	Do.
10	Class 2.....	W. K. Morris	Special inspector.....	Do.
12	Class 2.....	Theo. Wiederhold	Gauger	Do.
14	Class 2.....	L. C. Welsh	Inspector and clerk.....	Do.
1	Class 1.....	C. F. Hermann	Clerk	Do.
2	Class 1.....	William E. Kent	do	Removed.
3	Class 1.....	George A. Webster	do	Resigned.
4	Class 1.....	Frank Graham	do	Do.
5	Class 1.....	Ed. T. Glennon.....	do	Do.
8	Class 1.....	John L. Mullen	Inspector	Do.
9	Class 1.....	R. J. Bennett.....	do	Do.
10	Class 1.....	C. A. Baldwin	do	Do.
11	Class 1.....	H. Englehardt	do	Do.
12	Class 1.....	M. C. Hickey	do	Do.
14	Class 1.....	L. N. Arentz	do	Do.
15	Class 1.....	A. B. Sawyer.....	do	Do.
16	Class 1.....	C. E. Lee.....	Assistant weigher	Do.
17	Class 1.....	C. W. Smith.....	Assistant gauger.....	Do.
18	Class 1.....	George R. Carpenter.....	Inspector	Do.
3	Class A.....	A. G. Vocke.....	do	Do.
4	Class A.....	G. W. Garlick.....	do	Do.
5	Class A.....	John Oleson	do	Do.

Question No. 7—Continued.

No.	Class.	Name.	Position.	Remarks.
6	Class A	G. Davoust	Inspector	Removed.
8	Class A	J. G. Burke	do	Resigned.
10	Class A	A. Weis	do	Do.
11	Class A	J. C. McDevitt	do	Do.
12	Class A	H. M. Deal	do	Do.
13	Class A	C. E. Putnam	do	Do.
15	Class A	E. W. Sheibner	do	Do.
16	Class A	A. F. Brown	do	Do.
18	Class A	F. W. Jenkins	do	Do.
22	Class A	W. F. Cutter	Store-keeper	Discontinued.
23	Class A	P. Allmendinger	do	Resigned.
27	Class A	Jacob Harth	Opener and packer	Do.
28	Class A	F. H. Dunn	do	Died.
3	Unclassified	E. A. Blattner	Messenger	Resigned.
4	do	W. E. Nichols	Store-keeper	Discontinued.
10	do	J. P. Cavanagh	Laborer	Resigned.
11	do	John R. Hayden	do	Do.
12	do	William Dougherty	do	Do.
13	do	James K. Price	do	Do.
14	do	Michael Keating	do	Do.
	Temporary	J. L. Marsh	Deputy collector South Chicago	Discontinued.
		George E. O'Brien	Inspector	Do.
		John R. Ford	do	Do.
		Edward Bailey	do	Do.
		C. J. Whitfield	do	Do.
	Temporary	Elmer Hill	do	Do.
2	Exempt	C. H. Ham	Appraiser	Suspended.
3	do	L. Morrill	Surveyor, Michigan City	Do.
16	Class 1	H. English	Assistant weigher	Died.
2	Class A	J. E. Quinlan	Clerk	Resigned.
3	Unclassified	Jo. Hamill	Messenger	Do.
9	do	William F. Fellbrick	Laborer	Removed.

Question No. 8.

Number appointed 43, as follows:

Class.	Employees.	No.
Class 4	1 tea examiner	1
Class 3	2 clerks, 2 examiners	4
Class 1	5 clerks, 7 inspectors, 1 assistant weigher, 1 assistant ganger, 1 cigar inspector	15
Class A	11 inspectors, 3 clerks, 1 storekeeper, 2 openers and packers	17
Class 2	4 clerks, 1 ganger, 1 inspector and clerk	6
	Total	43

Question No. 9.

Five appointments, viz.: George W. Hotaling, deputy collector; Frank G. Hoyne, confidential secretary; Charles S. Crain, cashier; Stephen F. Sullivan, assistant cashier; August Timm, deputy collector, in charge of barge office.

Question No. 10.

Ten appointments.

I have the honor to remain, yours, respectfully,

ANTHONY F. SNEBERGER,
Collector.

To UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

[EXHIBIT 5.]

CHICAGO POSTOFFICE.

REPORT OF COMMISSIONERS EDGERTON AND LYMAN

Of an inquiry concerning the manner in which the civil-service act, rules, and regulations are enforced in the Chicago postoffice.

[Extracts from the minutes of the commission of February 19, 1887.]

Chicago Civil-Service Reform League.—Complaint against Collector Seeberger in the matter of George A. Webster.—It is directed that the papers in the case be referred to Commissioners Edgerton and Lyman, with instructions to make investigation of the facts of said complaint on or about April 12. It is further directed that Commissioners Edgerton and Lyman, at the time of the investigation of the complaint in the case of Webster, also generally make inquiry concerning the manner in which the civil-service act, rules, and regulations are enforced in the Chicago customs district and at the Chicago postoffice.

While our investigation of the custom-house was in progress, viz, on the 11th, 12th, and 13th days of April, 1887, we also, in pursuance of the above direction, conducted an inquiry as to the manner in which the civil-service law, rules, and regulations are enforced in the Chicago postoffice. This inquiry consisted mainly of an inspection of the books, papers, records, and files of the board of examiners of that office, an inquiry concerning the methods of the board, and the procuring from the postmaster a statement showing the force and organization of the postoffice when Mr. Judd became postmaster, and the same at the time of the investigation, and the changes in organization and force during Mr. Judd's administration. This statement, including the inquiries submitted to the postmaster, is attached hereto and marked Exhibit A."

From the statement, it appears that the whole number of employes, of all grades, at the Chicago postoffice on June 1, 1885, the date of Mr. Judd's accession to the office of postmaster, was 871, and on April 14, 1887, 1,038, not including 50 stamp-selling agencies. Adding these, the total force connected with the postal service in that city on the latter date was 1,088.

On April 1, 1885, the office was organized into five divisions, which organization remained unchanged on April 14, 1887, as follows: Executive division, mailing division, city-delivery division, registered-letter division, and money-order division.

The number of unclassified employes not subject to examination on the dates named was, on April 1, 1885, 22, and on April 14, 1887, 24. The number of classified places which might be filled without examination under exception of Rule XIX was, on April 1, 1885, 33, and on April 14, 1887, 35. The number of appointments made by Mr. Judd to unclassified places is 24, showing that that force has been entirely changed by him. All of the excepted places, 35 in number, have also been filled by Mr. Judd's appointment; of them, however, by re-appointment of the old occupants, viz, Collins S. Squiers, assistant postmaster; Phillip R. Forest, cashier; Edward M. Curtlee, Mrs. E. B. Coghlan, and Edward Huther, stamp clerks; Robert N. Pearson, superintendent inquiry

division; and P. M. Clowry, superintendent registered-letter division. The number of employes removed by Mr. Judd, or upon his recommendation, is 269, and the number who have been separated from the service otherwise than by removal is 132, as follows: Resigned, 115; arrested for stealing, 6; died, 11; total, 132.

The reports of changes in the Chicago postoffice filed in the office of the commission show that Postmaster Judd has uniformly given reasons for removals made by him. The reasons appearing most frequently in the reports are "neglect of duty," "inefficiency," "drunkenness," and "insubordination," reasons which every one will recognize at once as justifying removal.

If the postmaster at Chicago finds it entirely practicable to give reasons for all removals made by him, it certainly cannot be impracticable for other postmasters to do the same. The number of appointments made by Postmaster Judd, upon certification from the eligible registers of the board of examiners, is 628. The large excess of appointments over removals, resignations, deaths, etc., is accounted for in part by the failure of a considerable number to report when appointed, and the refusal of others to accept appointments tendered them, and in part by the increase of the force of the office.

What proportion of the appointments of Mr. Judd are democrats and what republicans we did not learn; but we think it probable that the great majority of them are democrats, and that this preponderance of democratic appointees has resulted from a like preponderance of democratic over republican applicants, induced, no doubt, by the feeling in the community that the chances of securing appointments were vastly in favor of democrats as against republicans. This is a condition of things greatly to be deplored, and the objects sought to be accomplished by the civil service legislation will not be secured until it shall cease to exist—until all who desire to enter the public service shall, without regard to their political opinions or party affiliations, freely present themselves for examination, unrestrained by any feeling that there will be discrimination in favor of or against them on account of such opinions or affiliations, and until appointing officers cease to make such discriminations and thereby remove all grounds for the feeling, which no doubt exists in every city where there is a classified postoffice, except perhaps in the city of New York, that such discriminations are and will be made. If the adherents of one political party refuse to enter the examinations and become eligible for appointments they can have no just grounds for complaint if adherents of the opposite party who do enter the examinations and become eligible are appointed. There would seem to be no good reason for the belief, if it exists, that discriminations for political reasons are made in appointments at the Chicago postoffice, since the postmaster almost invariably appoints the highest in standing on every certification, or the whole force is certified; and there is no reason to believe that the practice would be different if it were known that the registers were made up in about equal proportion of the adherents of the two great political parties. Certainly the appointing officer's disposition in the matter can not be adequately or properly tested until he is confronted with and required to make appointments from certifications made from registers of eligibles thus composed.

THE BOARD OF EXAMINERS.

An examination of the books, papers, records, and files of the board of examiners such as we were able to make in the limited time at our command, did not disclose any wrong-doing on the part of that board, or show any evidence of partiality or unfairness in its action; but it did show evidence of haste, and probably some carelessness in the marking and grading of examination papers and inattention to the rules for marking prescribed by the commission, resulting in lack of uniformity in the marking, and in many cases possibly doing injustice to individuals, but not intentionally. This criticism of the board is justified, we think, by our own observations and by an examination of the several sets of papers marked by that board which have been sent to the commission for review on appeal. The board should be cautioned to mark papers with greater deliberation and care.

We also call attention to another matter and offer a suggestion in reference to it for the consideration of the commission.

The secretary of the board, and necessarily the most active and responsible member of it, Mr. H. F. Donovan, is the head of the largest division of the postoffice, the city delivery division, having under him nearly six hundred employes, a position undoubtedly requiring his whole time and attention, so that what time is given to his duties as secretary of the board is time which apparently can illy be spared from his other official duties, and is not adequate for the proper and prompt performance of the work of that office. Reports which should be promptly rendered to this office are often delayed for weeks and sometimes for months simply because the secretary can not command the time to prepare and transmit them. There is no disposition to find fault with Mr. Donovan in this matter, but simply to call attention to the fact that the duties of the secretary of the board are not performed as promptly and efficiently as they ought to be, for the reason already stated; that no one can properly fill two offices, the duties of either of which are sufficient to command the whole time and attention of the officer occupying them.

The suggestion we would make in this matter is that the secretary of the board of examiners should be relieved substantially from all other duties and should devote his entire time to the work of his office. The benefits that would result from this course would, we believe, amply justify it, as they have done at the New York custom-house.

While we were in Chicago our attention was called to the "Reugger" case, but as the commission had already acted upon that case we did not think it advisable to enter upon a new investigation of it.

Respectfully submitted.

A. P. EDGERTON,

CHAS. LYMAN,

United States Civil-Service Commissioners.

WASHINGTON, D. C., August 26, 1887.

EXHIBITS.

[EXHIBIT A.]

CHICAGO POSTOFFICE, OFFICE OF THE POSTMASTER,

Chicago, Ill., April 14, 1887.

DEAR SIR: I beg to acknowledge the receipt of your communication of the 11th instant, and take pleasure in handing you herewith the statistics called for.

Very respectfully,

S. CORNING JUDD,
Postmaster.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission.

"Question 1. Whole number of employes of all grades in the Chicago postoffice at the time you became postmaster, and now?"

Answer. Whole number of employes, of all grades, in the Chicago postoffice on June 1, 1885, upon which date I became postmaster, 871; April 14, 1887, whole number of employes, 1,038; stamp-selling agencies, 50; total, 1,088.

"Question. The number and names of the divisions in the office, then and now?"

Answer:

	June 1, 1885.	April 14, 1887.
First division	Executive	Same.
Second division	Mailing	Do.
Third division	City delivery	Do.
Fourth division	Registered letters	Do.
Fifth division	Money-order	Do.

"Question 3. The number of employes in each division and their official designations, then and now?"

Answer:

FIRST DIVISION.

June 1, 1885.		April 14, 1887.	
Designation.	No.	Designation.	No.
Assistant postmaster.....	1	Same.....	1
Secretary.....	1	do.....	1
.....	.....	Stenographer.....	1
Auditor.....	1	Same.....	1
Assistant auditor.....	1	do.....	1
Accountant and book-keeper.....	1	do.....	1
Cashier.....	1	do.....	1
Superintendent of stamp division.....	1	do.....	1
Superintendent second-class mail.....	1	do.....	1
Superintendent of inquiry division.....	1	do.....	1
Clerks.....	27	do.....	24
Watchmen.....	6	do.....	7
Janitors.....	7	do.....	7
Messengers.....	1	do.....	1
	50		49

SECOND DIVISION.

Superintendent of mails.....	1	Same.....	1
Assistant superintendent of mails.....	3	do.....	3
Messenger.....	1	do.....	1
Distributers, clerks, etc.....	92	do.....	102
Stampers.....	55	do.....	58
Pilers, etc.....	53	do.....	56
	265		221

THIRD DIVISION.

Superintendent city delivery.....	1	Same.....	1
Assistant superintendent city delivery.....	1	do.....	1
Superintendents of stations.....	8	do.....	8
Distributers, clerks, etc.....	101	do.....	128
Stampers.....	36	do.....	28
Letter-carriers.....	317	do.....	384
	464		551

FOURTH DIVISION.

Superintendent.....	1	Same.....	1
Assistant superintendent.....	1	do.....	1
Clerks.....	47	do.....	47
	49		49

FIFTH DIVISION.

Superintendent money-order division.....	1	Same.....	1
Paying tellers.....	3	do.....	3
Issues orders.....	2	do.....	2
Examiners.....	2	do.....	2
Clerks.....	22	do.....	20
	30		28

tion 4. The number, if any, and official designations of unclassified employes, now ?”

r :

	1885.	1887.
empty sacks	3	3
nd scrubbing	6	8
mail-bag repair shops.....	9 13	11 13
	22	24

tion 5. The number and official designations of classified places excepted mination under Rule XIX, then and now ?”

r :

	1885.	1887.
postmaster.....	1	1
her.....	1	1
it and book-keeper	1	1
ident stamp division	1	1
id assistant.....	1	1
ks	4	5
ident second-class mails.....	1	1
cashier second-class mails.....	1	1
stage clerk.....	1	1
ident inquiry division.....	1	1
ident of mails	1	1
ident of city delivery.....	1	1
idents postal stations.....	8	8
ident registry division	1	1
ident money-order division	1	1
ler money-order division	3	3
oney-orders	2	2
x delivery	1	1
	33	35

tion 6. The number and official designations of employes removed by you or r recommendation ?”

r :

l :

stant cashiers.....	4
stant superintendent of mails.....	1
ributers, clerks, etc.....	81
s, etc	19
ipers	43
chmen.....	7
tors	11
er-carriers.....	103
	269

tion 7. The number and official designations of employes who have been d from the service during your incumbency of the office as postmaster, other- n by removal, and the manner of separation ?”

r :

l :

ographer	1
stant superintendent of mails.....	1

Resigned—Continued.

Superintendent money-order division	1
Superintendent city delivery	1
Assistant cashier second-class mails	1
Assistant superintendent and cashier money-order division	1
Superintendent stamp division	1
Assistant cashiers	3
Superintendents of postal stations	8
Distributers, clerks, etc	47
Pilers, etc.	11
Stampers	19
Letter-carriers	20
Arrested for stealing:	
Superintendent second-class mails	1
Weighing	1
Stamper	1
Letter-carriers	3
Deceased:	
Accountant	1
Clerks	7
Letter-carriers	3
Total	138

“Question 8. The number of persons appointed by you upon certification by the civil-service board of examiners, showing the number of each grade or class?”

Answer:

Clerks	6
Substitute carriers*	29
Stampers	15
Pilers	10
Watchmen	6

“Question 9. The number and names of persons appointed by you to excepted places?”

Answer:

No.

1. Collins S. Squires, assistant postmaster (re-appointed).
2. Edward J. Stokes, secretary.
3. John W. Ward, stenographer.
4. John H. Rea, auditor.
5. Peter Dudley, accountant and book-keeper.
6. Philip R. Forrest, cashier (re-appointed).
7. Edward B. Esher, superintendent stamp division.
8. Edward F. Higgins, cashier and assistant superintendent stamp division.
9. Edward M. Castle, stamp clerk (re-appointed).
10. Mrs. E. B. Coghlan, stamp clerk (re-appointed).
11. Edward Huther, stamp clerk (re-appointed).
12. Mrs. M. J. Porter, stamp clerk.
13. Mrs. C. E. Sutherland, stamp clerk.
14. Herman Lieb, superintendent second-class mails.
15. Mrs. Amy B. Ayer, assistant cashier second-class mails.
16. Robert N. Pearson, superintendent inquiry division (re-appointed).

** Of the 293 substitute carriers for appointment, 129 have been appointed auxiliary carriers, 68 are now employed on the substitute force, and 96 have either failed report or declined to accept.*

- Robert A. D. Wilbanks, superintendent of mails.†
 Henry F. Donovan, superintendent city delivery.
 P. M. Clowry, superintendent registered-letter division (re-appointed).
 Joseph B. Schlossman, superintendent money-order division.
 Thomas H. Glassbrook, paying teller money-order division.
 Louis A. Prindiville, paying teller money-order division.
 Cassius C. Hay, paying teller money-order division.
 William M. Tureman, issues domestic orders.
 Charles Keil, issues international orders.
 Abraham V. Gorrell, collects postage on unpaid matter.
 John Prendergast, cashier box delivery.
 George W. Weber, superintendent north division station.
 Henry Ackhoff, superintendent northwest division station.
 John H. Jones, superintendent west division station.
 Daniel W. Quirk, superintendent Madison street station.
 Jaroslav J. Schlesinger, superintendent southwest station.
 John J. Hennesey, superintendent stock-yards station.
 John S. Mulliner, superintendent south division station.
 Mrs. Mary T. Briggs, superintendent Cottage Grove station.

Watchmen :

1. Joseph B. Howard, re-appointed.
2. Ransom Law, re-appointed.
3. Edward Kehoe.
4. Lawrence Baer.
5. Francis D. Lipe.
6. James W. Brown.

"Question 10. The number (if any) of persons appointed by you to unclassified places?"

Answer :

Examiners of empty mail sacks.....	3
Cleaning and scrubbing at main office.....	6
Cleaning and scrubbing at postal stations.....	2
	<hr/>
	11
Employés in mail-bag repair shops.....	13
	<hr/>
	24

† Superintendent of mails is appointed by general superintendent of the railway mail service.

APPENDIX.

PART III.

FFICIAL COMMUNICATIONS TO THE COMMISSION.

- ARTICLE 1.** Classification of departmental clerks. Original entrance to and promotion in the classified departmental service. Opinion of the Attorney-General (467, 468).
- 2.** Report of board of promotion. Department of War (468-470).
- 3.** Promotion regulation in the classified customs service. Opinions of customs officials (470-488).
- 4.** Classified under the civil-service act. Orders in relation thereto (489-497).
- 5.** Views with respect to the enforcement of the civil-service act and rules (498-540).
- 6.** In the Supreme Court of the United States. United States vs. Lyman B. Perkins (540, 541).
- 7.** Presidential warning against the use of official positions to control political movements (541, 542).
- 8.** Levying and receiving political assessments. The case of Newton Martin Curtis, of New York (542-546).

[EXHIBIT 1.]

CLASSIFICATION OF DEPARTMENTAL CLERKS. ORIGINAL ENTRANCE TO AND PROMOTION IN THE CLASSIFIED DEPARTMENTAL SERVICE. OPINION OF THE ATTORNEY-GENERAL.

DEPARTMENT OF JUSTICE,
Washington, D. C., November 9, 1883.

The PRESIDENT:

SIR: The questions proposed by the Civil-Service Commission, and by you referred to me for examination, are: (1) as to the classification of departmental clerks whose salaries are \$1,000 or \$900 per annum; (2) whether original entry to the classified departmental service is to be made at one or both of those grades only, or is also to be made at the grade of the first class, the salary of which is \$1,200 per annum; and (3) whether promotions are to be made from the \$900 or the \$1,000 clerkships to the \$1,200 clerkships without examination.

By the acts of March 3, 1853, chapter 97, and March 3, 1855, chapter 175, the permanent clerical force in each of the executive departments was required to be arranged into four classes (designated class one, class two, etc.), for each of which classes a different rate of compensation was prescribed. The annual salaries originally established (by the act of 1853) were \$900, \$1,200, \$1,500, and \$1,800 for clerks of the first, second, third, and fourth classes, respectively; but by the act of April 22, 1854, the salaries of clerks of the first, second, and third classes were fixed at \$1,200, \$1,400, and \$1,600, the compensation of clerks of the fourth class remaining unchanged. This classification, with the salaries for each class respectively as above, has been reproduced in the Revised Statutes (sections 163 and 167).

Yet since the adoption of that classification, which at first embraced the entire clerical force of the several departments, excepting the chief clerks of the departments and of bureaus or offices therein and clerks temporarily employed, Congress has from time to time, as the exigencies of the public service required, not only increased that force by providing for additional clerkships of the several classes above named, but by providing for the employment of clerks who cannot (according to the terms of the statutes authorizing their employment) be deemed to fall within either of the classes mentioned—some at salaries above the highest, others at salaries below the lowest, compensation allowed for any of those classes. These clerks, so to speak, are unclassified, and in this category are the \$1,000 and the \$900 clerkships under consideration.

Although the clerkships just adverted to do not belong to either of the classes enumerated in section 163, Revised Statutes, they nevertheless come within the scope of the act of January 16, 1883, entitled "An act to regulate and improve the civil-service of the United States," and may be classified thereunder for the purpose of the examination of applicants contemplated thereby into one or more classes distinct from those enumerated as aforesaid should this be thought expedient.

The classification called for by that act, as a correlative of the requirement that the fitness of applicants for positions in the civil-service shall be tested by examination, is not restricted to that prescribed by section 163, Revised Statutes, but one commensurate with the purposes of the act is authorized. Thus the second section of the act declares that among the things to be provided for in the rules to be adopted by

the commissioners are "open competitive examinations for testing the fitness of applicants for the public service now classified *or to be classified* hereunder," manifestly referring not only to the classifications already existing under section 163 Revised Statutes, but to classifications that might become necessary in order to carry out the purposes of the act.

In regard to original entry in the service, there is nothing in the act of 1883 that confines this to any particular class or grade. Authority is given the President by section 1753, Revised Statutes (which is not inconsistent with any of the provisions of said act), to prescribe regulations for the *admission* of persons into the civil-service; and under the authority so conferred original entry into such service may, in my opinion, be restricted to one or more of the classes or grades which may at the time exist, or be allowed to all of them, as in the judgment of the President will best promote the efficiency of the service.

The remaining inquiry is whether promotions from the \$900 or \$1,000 clerkships to the \$1,200 clerkships are to be made without examination. When, in 1853, the clerical force in the departments was classified, it was provided that no clerk should be appointed in either of the four classes then established, until after he was examined and found qualified by a board of three examiners. This requirement (which was reenacted in section 164, Revised Statutes) applied as well to cases of promotion as to cases of original appointment in the service. Whilst the provision referred to has been superseded by the civil-service act of 1883, the latter preserves the requirement of an examination (to be made under its provisions) in order to be *promoted* to any class as well as to enter therein by an original appointment. Thus section 7 provides that "after the expiration of six months from the passage of this act no officer or clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereunder pursuant to said rules, until he has passed an examination, or is shown to be specially exempted from such examination in conformity herewith."

Assuming, then, that the \$900 or \$1,000 clerkships are constituted a distinct class, it is plain that this provision forbids a promotion from such class to another class (*e. g.*, to the class of \$1,200 clerkships) without examination, unless the person to be promoted is, in conformity with the act, specially exempted from such examination. The general rule, to be deduced from the provision, I take to be this: That to be eligible for appointment to any class (whether by way of promotion or otherwise) the applicant must have passed an examination for the purpose of testing his fitness for the place.

I have the honor to be, your obedient servant,

BENJAMIN HARRIS BREWSTER,
Attorney-General.

[EXHIBIT 2.]

REPORT OF BOARD OF PROMOTIONS, DEPARTMENT OF WAR.

WAR DEPARTMENT, BOARD OF PROMOTIONS,
Washington, July 2, 1887.

The CIVIL-SERVICE COMMISSION,

Washington, D. C. :

SIRS: I have the honor to submit the following, which has been adopted by the board of promotion of the War Department, as a report to the Civil-Service Commission under clause 10, section 2, of the "regulations for promotion in the classified departmental service," which clause requires that "each board of promotion shall meet on the first Saturday of July, annually, and make to the commission a report of its transactions during the preceding fiscal year and the result of its work."

The period covered by this report is very brief, the board having been in existence less than two months, but in this short space of time the new regulations have been

put into practical operation and the work which the commission designed should be done under them has been successfully inaugurated.

The board of promotion of the War Department was appointed May 19, 1887, and consists of Charles H. Carrington, clerk of class 4, office of the Secretary of War, chairman; Edward Shaw, clerk of class 4, office of the surgeon-general of the army; Oliver W. Longan, clerk of class 4, office of the adjutant-general of the army, secretary; and of the following-named auxiliary members, each to act with the board when the examination for the office in which he is employed shall be held:

Louis W. Tolman, chief of division, office of the Secretary of War; George W. Pratt, clerk of class 4, office of the adjutant-general of the army; William H. Orcutt, clerk of class 4, office of the inspector-general of the army; Thomas Duke, chief clerk, bureau of military justice; Thomas W. Webster, clerk of class 4, office of the quartermaster-general of the army; William A. DeCaindry, chief clerk, office of the commissary-general of subsistence of the army; Jacob Frech, clerk of class 4, office of the surgeon-general of the army; William T. Kent, clerk of class 4, office of the paymaster-general of the army; Waverly D. Drinkard, clerk of class 4, office of the chief of engineers; John J. Cook, chief clerk, office of the chief of ordnance; William R. Bushby, clerk of class 4, office of the chief signal officer.

The organization of the board was practically made by the commission in the designation and appointment of the chairman and the secretary.

The first meeting of the board was held in the War Department (room 47) May 24, 1887. The members assembled at 10 o'clock a. m., when it was found that all were present except Mr. DeCaindry, whose absence was caused by illness. The day was devoted to a general discussion of the probable scope of the examination and the methods to be adopted for the prosecution of the work. Messrs. Commissioners Oberly and Lyman were present in the afternoon by invitation, and heard the result of the deliberations of the board, which, although not presented in very definite form, was satisfactory to them for the purpose of introduction and trial, and they requested the board to prepare and submit as early as practicable a series of questions for the first examination. An adjournment of one week was then ordered for that purpose.

On Tuesday, May 31, 1887, the board again met and adopted a set of forms and a series of questions for an examination of clerks in the office of the surgeon-general of the army, which office had been designated by the commission as the first for examination. On the following day (June 1, 1887) the forms and questions were submitted to the commission. On Thursday, June 9, 1887, the chairman and secretary of the board visited the rooms of the commission and ascertained that progress had been made in the consideration of the forms and questions. On June 11, 13, and 14, 1887, the board, with Mr. T. W. Webster, framed and adopted a set of questions for an examination anticipated of clerks in the office of the quartermaster-general, and on the last-named date submitted them to the commission. It was then determined by the commission that the first examination should be for promotion in the office of the quartermaster-general of the army, and that the clerks of class 2 and of class 3 should be examined on Saturday, June 18, 1887, and the clerks of class \$1,000 and class 1, on Wednesday, June 22, 1887. The board again met June 16, 1887, and adopted a second set of questions presented by Mr. T. W. Webster, for the examination of June 22, 1887. In this connection, the following appears upon the minutes of the proceedings of the board:

Mr. Webster's work in preparing the first set of questions had already been complimented by the Civil-Service Commission, and the board of promotion desiring to manifest an appreciation of his services in preparing both sets of questions, unanimously adopted a vote of thanks to Mr. Webster and directed that a minute of the action be recorded with the proceedings of the meeting.

The examinations for the office of the quartermaster-general were held as appointed, and it is worthy of remark that every clerk whose examination was required was present at the proper time and submitted to examination according to the respective days and grades, although there were circumstances of sickness and bereavement which received the sympathy of the examiners.

The following table exhibits the result of the examinations :

Grades.	Examined.			Passed.			Failed.		
	Males.	Females.	Total.	Males.	Females.	Total.	Males.	Females.	Total.
Class 3	13	.....	13	12	.....	12	1	.....	1
Class 2	22	1	23	20	1	21	2	.....	2
Class 1	30	17	47	26	16	42	4	1	5
Class \$1,000.....	2	8	10	.....	7	7	2	1	3

The work of marking the papers of the clerks examined occupied the board every day, except one, commencing June 20 and ending June 29, 1887, and in it Messrs Webster, French, Pratt, Drinkard, and Kent rendered valuable assistance.

The examination was as simple as it could be made, and yet practical enough to avoid even the appearance of a farce, and the ordeal, whose imaginary terrors were increased by ill-advised comments and criticisms upon the purpose of the commissioners, as well as by ignorant and cowardly statements concerning the integrity and capability of some of the examiners, all given publicity through the local press, and passed by the clerks with the evident feeling that it amounted to much less than their fears had pictured.

In the further course of this work the examiners have no doubt that perfect confidence in the commissioners and their purposes in requiring the examinations for promotion will be established, malignant spirits to the contrary notwithstanding, and in charge of originating methods to procure removals from office will be effectually exploded.

If there has been any measure of incapacity manifested by the clerks in the examinations held, it may, without doubt, be attributed to the practice of constant tutelage and supervision which prevails too much in all the departments. A very large proportion, if not a large majority, of clerks in the public service have been required to exercise much independent judgment or feel much individual responsibility in the performance of their duties, and the habit of the mechanical operative has been fitted upon the mental capacity, so that performance is marked by well defined limits beyond which the machine has lost its adaptation for the work. A clerk who has been taught, when given something unusual to do, to expect someone to tell him how to do it, will betray the effects of his practice when brought upon the most simple examination, and if the new rules of the commission in operation show that safe conduct and advancement in the public service depend not only upon the possession of ordinary knowledge, but upon a reasonably fair capacity to apply that knowledge to practical uses, they will accomplish much good.

Very respectfully,

O. W. LONGAN,
Secretary of the Board

[EXHIBIT 3.]

PROMOTION REGULATIONS IN THE CLASSIFIED CUSTOMS-SERVICE
OPINIONS OF CUSTOMS OFFICIALS.

PHILADELPHIA CUSTOMS DISTRICT.

OPINION OF CUSTOMS BOARD OF EXAMINERS.

CUSTOM-HOUSE, PHILADELPHIA, PA.,
Collector's Office, Philadelphia, March 3, 1888

DEAR SIR: Your communication of the 6th January, 1887, inclosing copy of regulations governing promotions in the customs district of New York, and asking for an opinion of the different members of the board of civil-service examiners

the subject, was laid before the board at their meeting to-day, and I was directed to reply that the unanimous opinion of the board was that such regulations would not be advisable for the Philadelphia custom-house.

Very respectfully, yours,

L. C. CLEEMANN,

Secretary Board Civil-Service Examiners, Philadelphia Custom-House.

JOHN T. DOYLE, Esq.,

Secretary Civil-Service Commission.

BOSTON CUSTOMS DISTRICT.

CUSTOMS BOARD OF EXAMINERS TRANSMITS OPINIONS OF COLLECTOR, NAVAL OFFICER,
SURVEYOR, AND APPRAISER.

UNITED STATES CIVIL-SERVICE COMMISSION,

OFFICE BOARD OF EXAMINERS, CUSTOM-HOUSE,

Boston, Mass., February 4, 1887.

UNITED STATES CIVIL-SERVICE COMMISSION,

Washington, D. C.:

GENTLEMEN: Respectfully referring to the letter of the 6th ultimo from the commission, relative to examinations for promotions in this customs district, I have to state that, as directed, a conference of heads of customs offices has been held for the purpose of obtaining an expression of their views as to the adoption of rules for regulating promotions in this district similar to the regulations (as per copy submitted) governing promotions in the customs district of New York.

I beg leave to transmit herewith reports from the collector, naval officer, surveyor, and appraiser, respectively, who are all in accord in their opinions that it is inexpedient to adopt, in this district, the regulations in question.

This board, after conference and due consideration of the question, is unanimous in entertaining the same opinion.

I am, very respectfully,

FREDERICK GRANT,

Secretary.

OPINION OF COLLECTOR SALTONSTALL.

CUSTOM-HOUSE, BOSTON, MASS.,

Collector's Office, January 24, 1887.

SIR: Referring to the letter addressed to you by the United States Civil-Service Commission, dated January 6 and inclosing a copy of the "regulations governing promotions in the customs service at the city of New York," referred by you to me, in which the commission express the desire that a conference of the heads of the customs offices in this district be held for the expression of views as to the adoption of similar rules in this district, I beg to inform you that a conference of the naval officer, the surveyor, and the appraiser, with myself, was held and the matter was fully discussed.

I herewith inclose the reports made to me by these officers on the subject, in which they give their reasons for thinking such regulations would be inexpedient in their respective departments, reasons in which I most cordially concur.

I can not believe that in any custom-house, excepting that of New York, they would be advisable.

Promotions here are made with great care, and I endeavor to see that they are exactly in accordance with the spirit of the civil-service law. I should regret extremely to be compelled to make them according to the result of examinations. Promotions are due to earnestness, zeal, and fidelity, which may not be shown as a result of competitive examinations.

I think, especially in the out-door force of inspectors, weighers, gaugers, and store-keepers, there are so many qualifications which should be considered, such as alacrity, energy, intelligence, quickness of perception, to say nothing of the physical qualifications so necessary in certain branches of the service, that I should consider it very unwise to be confined to competitive examinations in the promotion of such officers.

It is very true that much must depend upon the collector. We can not provide for want of intelligence and zeal in carrying out the civil-service reform according to the spirit as well as the letter of the law, and it must be presumed that such officer is true to the law, and absolutely faithful in his endeavor to promote the welfare of the service.

Yours, very respectfully,

L. SALTONSTALL,
Collector.

FREDERICK GRANT, Esq.,
Secretary Board of Examiners, Boston.

OPINION OF NAVAL OFFICER KENT.

PORT OF BOSTON, MASS.,
Naval Office, January 14, 1887.

MY DEAR SIR: I have to acknowledge the receipt from you of the letter of the Civil-Service Commission, by John Doyle, its secretary, bearing date January 6, and addressed to Frederick Grant, esq., secretary of the board of examiners at this custom-house, which letter covers the "regulations governing promotions in the customs service at the city of New York, approved and promulgated by the President, January 4, 1857."

Said letter of the commission requests the opinions of the chief customs officers of the district, and of the local board of examiners, as to the advisability of applying the "regulations" referred to, to the customs service at this port, and you suggest that I give you my opinion on this matter in writing.

The number of clerks in the classified service in this office is so small, and I am constantly so well informed from personal attention to their work, both of their proficiency, adaptability to the needs of the different desks, and their individual merits that it is unnecessary to institute a competitive examination to show who among the number is best deserving promotion.

Outside the deputies and chief clerks, there are, at present, but 13 clerks in the classified service in this office—divided as follows: Class one, 4; class two, 1; class three, 4; class four, 4.

With all these clerks, their capability, work, and merits, I am so familiar, that regard an examination for the purpose indicated unnecessary.

From my experience and knowledge, therefore, I do not think it necessary or advisable to apply the regulations referred to as promulgated for the port of New York to the service in this custom-house.

I am, sir, very respectfully, your obedient servant,

HENRY O. KENT,
Naval Officer

Hon. LEVERETT SALTONSTALL,
Collector.

OPINION OF SURVEYOR COVENEY.

CUSTOM-HOUSE, BOSTON, MASS.,
Surveyor's Office, January 22, 1887.

SIR: Referring to letter from Civil-Service Commission, by John T. Doyle, secretary, addressed to Frederick Grant, secretary board of examiners, custom-house Boston, asking for an expression of views, on the advisability of adopting regulati

similar to those lately adopted by the customs service at the city of New York, governing promotions, I would respectfully state, that in this department the present civil-service regulations have been lived up to faithfully, and, in my judgment, amply provide for promotions.

In the weigher's department, I have found by observation, that it is very difficult to determine the qualifications of assistant weighers necessary to a thorough performance of duty, particularly in those assigned to a weighing district, having under their charge a number of assistant weighers, and I am satisfied that an examination would not prove that the highest candidate for promotion possessed the qualifications for a successful discharge of duties.

I have had occasion, in order to better the service in this department, to recommend the displacement of one of the oldest assistant weighers, and promote to his place a clerk at the debenture desk, who formerly served as an assistant weigher. I found that the executive capacity necessary to successfully administer the affairs of the district was lacking in the displaced official and the new appointee combined all the qualifications required.

As this department has been sadly neglected in the past, I am, as you know, endeavoring to so re-arrange it, as to make it as it ought to be, free from the many errors constantly occurring, and to manage it at less expense hereafter. As other changes by promotion are needed to attain this result, I feel that with my acquaintance with the working force of the weighing department, and the knowledge of the capabilities of each man for better work, I could better advise for promotion and thereby obtain better results than by the adoption of the system alluded to.

These arguments will apply with nearly equal force to the gaugers and day inspectors. The force of night inspectors might be benefited by the adoption of a rule which would permit examinations of the force for promotion, after serving the probationary term, instead of being compelled to wait as now for two (2) years before promotion.

There is no department in the customs service at this port which would show by examination for promotion so little the necessary qualifications required for the performance of the duties of day and night inspectors, weighers, and gaugers, as the surveyor's department. Good health, vigor of body, steady habits, and capacity of endurance are demanded by the constant exposure to all kinds of weather.

I have made these suggestions with no desire to impede in any manner an improvement in the civil-service rules, but because I feel that my experience in the various grades of this department enables me to give an opinion based on a practical knowledge acquired by former years of service and supplemented by attention to duty in my present position, which gives me an acquaintance with the habits and capabilities of every man in the entire force.

Very respectfully,

J. M. COVENEY,
Surveyor.

Hon. L. SALTONSTALL,
Collector.

OPINION OF APPRAISER STEARNS.

PORT OF BOSTON, MASS.,
Appraiser's Office, January 17, 1886.

SIR: Referring to the communication of the civil-service commission, which requests an expression of opinion from the chief customs officers at this port as to the advisability of adopting the system of promotion now in vogue at the port of New York, I beg leave to submit my reply.

While I am a strong exponent of the civil-service law, feeling grateful for the relief afforded me from indiscriminate extraneous influences, I am constrained to believe

that the requirements of this department would not be advanced by the application of such rules as are laid down in the printed circular, for reasons which seem obvious.

Primarily this department requires greater adaptation to commercial and business necessities than any other under the government. The requirements of this service are of a special nature, and under Civil-Service Rule No. 7, clause 5, provision is made to supply the technical knowledge pertinent to the specific information necessary for the intelligent examination of merchandise.

Possibly the inclosed rules may work no disadvantage to the service in the appraiser's department at the great port of New York, for the reason that the force employed in that office exceeds, I believe, the entire number of employés of all departments at this port. The volume of merchandise to be examined in each division at New York is so great that the services of several persons are required to pass upon the same kind and grade of goods. Therefore when an examiner or other employé receiving the larger salary is dropped from the service, it may possibly be correct that an examination be had of those receiving less, for the purpose of obtaining or allowing the one showing the more versatile knowledge as to the valuation, etc., to fill the vacancy, thereby checking any tendency to favoritism.

At this port the system would be inoperative, as the conditions are not the same in this office. Owing to the disparity in the volume of importations between this port and New York, we have occasion to employ but one person for the examination of certain lines of merchandise. Therefore, if by reason of death or resignation a vacancy occurs, there would not be any employé of a lower grade eligible or competent to make an effort to enter for a competitive examination for the vacant place.

Under these conditions the examiners holding commissions at this port, with few exceptions, receive a uniform compensation. Consequently no advantage would accrue to the service by the adoption of any method distinct from that which is provided for in clause 5, Rule 7, of civil-service rules.

Yours, respectfully,

A. B. STEARNS,
Appraiser.

Hon. L. SALTONSTALL,
Collector.

BALTIMORE CUSTOMS DISTRICT.

CUSTOMS BOARD OF EXAMINERS TRANSMITS OPINION OF COLLECTOR, ETC.

CUSTOM-HOUSE,
Baltimore, February 12, 1867.

GENTLEMEN: Referring to your letter of the 6th ultimo, in which the commission requested a conference and report of the heads of customs offices of this district on the subject of promotions, and an expression from the different members of this board on the same, we have the honor of transmitting the inclosed "report" from the collector of the port indorsed by the naval officer and the surveyor, together with the several letters from the members of the board.

Very respectfully,

C. S. BURNS,
Secretary.

U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

OF COLLECTOR GROOME, INDORSED BY NAVAL OFFICER RAISIN, AND SURVEYOR WARFIELD.

CUSTOM-HOUSE, BALTIMORE, MD.,

Collector's Office, January 31, 1887.

I have the honor to acknowledge your letter of the 27th instant, inclosing a copy of the regulations governing promotions in the custom-house at the city of New York, and informing me of the desire of the United States Civil-Service Commission that a conference of the heads of the customs offices in your district be held for the purpose of expressing views as to the adoption of similar rules for regulating promotions in your district.

It is not clear that I understand what is meant by the word "class," as it is used in the regulation. If it is the meaning of the regulation (as it seems to be) that persons who have been in class A for six months, or more, must be examined for promotion to class 1, whenever vacancies occur therein, and that those who have been for a certain period in class 1, must be examined for promotion to class 2, whenever vacancies occur therein, and so on through the classes, I think the regulation is not one that should be made applicable to this customs district. It would compel the messenger and copyist, the captain of the night-watch, and the night-inspectors, to be examined for promotion to the gauger's place, if it should at any time become vacant, or any vacant clerkship of class 1. It would likewise, in case a vacancy should occur in any examinership of class 2, or clerkship of that class, compel the gauger, assistant-weighers, and the day-inspectors to be examined for promotion to it. So, if one of the examinerships of class 2 should become vacant, the clerks of class 1, and the day-inspectors would have to be examined for promotion to it; and if a position of class 3 should become vacant, the examiners of class 2 would have to be examined for promotion to it.

It might be that an employé rendering satisfactory service in a position for which he is well fitted, and in which he prefers to remain, might be compelled to undergo an examination for promotion to another position for which he is wholly disqualified.

It is not the fact that this result would seem to follow, if the word "class," as used in the regulation, is meant to describe one of the divisions of the classified service, inclines me to the opinion that it must be intended to be understood in some more limited sense.

The regulation is only meant to provide for examinations to fill vacancies in the clerical force—while it might be, and probably is, a very proper one for a custom-house like that at New York, where there are, under the collector alone, about three hundred clerks—I think it unnecessary and unwise to make it applicable to this customs district, in which the entire clerical force regularly employed under the collector consists of but thirty and odd clerks, while under the naval officer there are twenty-seven, and under the surveyor but two.

In view of so small a clerical force, if the principal clerks who have supervision of those engaged in the several branches of the clerical work in the collector's office are all well-qualified, capable and faithful employés, and have at heart a sincere desire to aid the collector in his efforts to administer the affairs of his office in the best and most economical manner, they can, when vacancies occur, inform him with much more accuracy than he can be informed by a competitive examination, which of the clerks is best qualified—clerical ability, industry, sobriety, courtesy of manner, pure morals, and efficiency of service, all considered—have the greatest claims to promotion, and are more valuable to the government, in the better paid positions, than the most valuable clerks in the inferior positions.

Therefore, if the principal clerks on whom naturally the collector ought to be able to rely for full and reliable information as to all the characteristics of the several clerks under them, for any reason withhold that information, it may be necessary to

provide the collector with some other, even though it be a less satisfactory, means of ascertaining the relative merits of the clerks in his office.

It certainly seems to me, if a rule be adopted requiring that employes shall only be promoted after their fitness therefor has been tested by a competitive examination, that it ought to be left optional with each employé whether or not he will be examined for promotion, unless it is the object of the rule, in making the examination compulsory, to furnish the collector or other appointing officer with evidence tending to show that the efficiency of the public service can probably be promoted by the removal from the positions then held by them, of those employes who fall considerably short of the minimum standard of 75 per centum which must be attained by employes before they can be certified for promotion.

It also seems to me that if there is to be a regulation requiring an examination for promotions, that the true interest of the service will be best promoted by authorizing any employé, in his discretion, to take any examination for promotion to any class higher than that in which he may be at the time of such examination, instead of only allowing him to be examined for promotion to the class next higher than the one in which he then is.

As among qualified persons in the classified service, the collector, with a view to enabling him to secure the best possible results in the management of his office, ought to have as large a margin of choice as possible, when an important and difficult place is to be filled; and, in my judgment, no regulation ought to be made for this custom-house which would prevent any person in the classified service here from proving through the test of competitive examination, that he is better fitted than his fellows to fill any position in the classified service here which may at any time become vacant.

You are, of course, well aware, although, probably, the Civil-Service Commission is not, that in this office the pay of the respective clerks does not furnish any fair criterion by which to judge of the relative difficulties or importance of the work done by them. I do not think it too much to say that there are a number of clerks under me receiving a compensation of \$1,600 or of \$1,400 per annum whose duties are less responsible and onerous than those of other clerks who are receiving a lesser rate of compensation.

This condition of things existed before I took charge of the office, and, as my office is now organized, is not easy to remedy fully; but as it does exist, it is evident that when a clerk is transferred to a higher paid clerkship, it by no means follows that the new position will be more difficult to fill creditably than the one held by him before such transfer. On the contrary, he may find himself assigned to duties requiring less ability on his part, and occupying less of his time; and that he is only promoted in the sense that his salary is increased.

On the whole, I think that, so far as this office is concerned, all that is necessary, in order to enable the collector to secure competent employes, is accomplished by the civil-service law which prevents the appointment of any one to a position in the classified service whose fitness, so far as educational acquirement is concerned, has not been tested by an examination; and that when once a person, through such examination, has secured a position, the collector, who is responsible for the proper administration of his office, should be at liberty, with the approval of the secretary, to promote, transfer, reduce, or remove such person, according as the public service would be best promoted.

But while such is my view, and I am strongly impressed with its correctness, as far as this custom-house is concerned, if the Civil-Service Commission believes that the service would be improved by the adoption of some regulation in regard to promotions, I will see that any regulation it may adopt is faithfully carried into effect.

It may be well for the Civil-Service Commission to consider whether the adoption of a regulation requiring that all original appointments to clerkships must be made to those of the lowest paid class is not likely to result in lessening the number of applications for examination for clerical positions from men of capacity, experience, and general practical business information, who can secure employment, at fairly remunerative rates, outside of government positions; and thus to cause the collector to

have, after examinations have been held under such regulation, a list of eligibles of less average business experience and capacity than he now has from which to make his selections to fill vacancies.

Judging from the examination held here last spring, an undue proportion of those who passed with high averages are school teachers or very young men without business knowledge or experience.

But among those who then passed the examinations here, and obtained creditable averages, are to be found men of mature judgment, who have not only clerical ability and established habits of industry, but also that practical knowledge of business affairs which it is important that some of the clerks here should have.

Some of these men would probably not have taken the civil-service examination if they had understood at the time that they could only be appointed, after having secured high positions on the list of eligibles, to clerkships of the lowest paid class.

In my opinion, the larger the proportion there is found to be of men of recognized business capacity and general practical knowledge of affairs who obtain positions in the classified civil-service, the more the people, irrespective of party, will be satisfied with the practical working of the civil-service law.

Hence, entertaining the view I do, that the proposed regulation, if made applicable to this customs district, will have a tendency to deter from taking civil-service examinations men skilled in business affairs, and whose appointments to positions in the classified service would commend the civil-service law to popular approval, I cannot recommend that Regulation 1, or any like regulation, be made applicable to promotions in the customs service here.

Regulations 2, 3, 4, and 5 do not seem to call for any comment, as, if Regulation 1, or any like regulation, is made applicable to this district, it will be necessary also to apply them or some like regulations to it.

Whether Regulation 1 is made applicable or not to this customs district, I recommend, in the interest of the naval office and of the surveyor's office, that Regulation 4 be made applicable to it.

Yours, respectfully,

JAMES B. GROOME,
Collector.

CHARLES S. BURNS, Esq.,
Secretary of Board of Customs Examiners, Baltimore, Md.

PORT OF BALTIMORE, MD.,
Naval Office, February 4, 1887.

I hereby concur in the opinions of Hon. James B. Groome, collector, as set forth in the above letter.

Very respectfully,

I. FREEMAN RASIN,
Naval Officer.

SURVEYOR'S OFFICE, *February 5, 1887.*

I concur in the views set forth by Hon. James B. Groome, collector, in the foregoing letter.

EDWIN WARFIELD,
Surveyor of Customs.

OPINION OF W. T. BLAIR, MEMBER CUSTOMS BOARD OF EXAMINERS. •

CUSTOM-HOUSE, BALTIMORE, MD.,
Collector's Office, February 8, 1887.

GENTLEMEN: In reply to your communication, asking for an expression of opinion from the members of this board as to the advisability of adopting a system of examinations for promotions, I beg leave to state that, in my opinion, the plan is not only

unadvisable but unnecessary for this office, if for no other reason than the fact that the number of employes is so small that the heads of the customs departments have sufficient opportunity to judge of the fitness of their subordinates for promotion.

While it seems thoroughly practical that an examination technical in character and bearing upon the duties of the place sought would best determine the fitness of the candidate for promotion, a serious obstacle to the success of such a plan presents itself when we remember that not only is each department separate from the others, but so carefully do the present incumbents of the higher desks guard the duties thereof that it is impossible for those occupying the lower to gain any knowledge that would be of use to them in such an examination.

Again, do you think it altogether fair that a system of examinations should be instituted which will apply to those in the minor positions only, while those at the head have never been subjected to an examination, technical or otherwise, but, having attained their present positions through the spoils system, there they remain with the fates of the others entirely in their hands, for through them only can the candidates for promotion become informed on those technical or practical points on which he would be examined.

Were our numbers in any comparison to those of the New York custom-house, I can readily see how many of these obstacles might be removed, but with a total clerical force numbering but little over thirty, I can not see wherein the government would be better served, while I feel positive that the aims and ends of the civil-service laws could be more surely defeated than by the present system.

Very respectfully, yours,

W. T. BLAIR.

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

OPINION OF J. SEWALL PLUMMER, MEMBER CUSTOMS BOARD OF EXAMINERS.

CUSTOM-HOUSE, BALTIMORE, MD.,
Collector's Office, February 8, 1887.

GENTLEMEN: In compliance with your request of the 6th ultimo for an expression of the individual opinions of the members of the local board of examiners relative to the application to this office of certain rules adopted for the regulation of promotions in the New York customs service, I have to say, that while I believe, for the perfecting of the civil-service rules and regulations that there should be some definite system of promotion adopted, yet, I do not think that Rule 1 of the rules governing promotions in the New York office would give the best results in an office the size of the one at this port.

The divisions in the New York office in most cases consist of a clerical force equal to nearly the entire clerical force of this office, thus furnishing a proportionally larger number of clerks in the different branches of the service more or less familiar with the duties thereof, and from their close contact with the duties appertaining to the position to be filled; and I presume it would be but seldom that three could not be found in the class below the grade in which a vacancy might exist; while in this office it would be necessary in any examination for promotion (under Rule 1) to order from branches of the service clerks who could have at the most only a theoretical knowledge of the duties of the position for which they would be examined.

As to Rules 2, 3, 4, and 5, I have no comment to make, as with a rule in place of Rule 1, that would meet the needs of an office with a force the size of that employed here, these rules would not conflict.

I am, very respectfully,

T. SEWALL PLUMMER,
Member Local Board of Examiners.

CIVIL-SERVICE COMMISSION,
Washington, D. C.

OPINION OF C. S. BURNS, MEMBER CUSTOMS BOARD OF EXAMINERS.

PORT OF BALTIMORE, MD.,

Naval Office, February 10, 1887.

GENTLEMEN: I concur in the main in the "Report" of the heads of customs offices herewith inclosed.

It is my opinion that the examinations for promotions should not be made obligatory upon those who do not desire to be promoted, and more especially ought they not be required to take examinations for positions which they may be entirely incompetent to fill.

In a customs district or in any department of the classified service where there are a goodly number of clerks employed in each of the different grades or classes, and each clerk has passed an examination and served satisfactorily his probationary term, think if some good system of promotions could be devised and enforced it would inspire those in the lower grades to perform their duties in the best manner in order to be eligible for promotion to the higher grades, and thus the efficiency of the entire department would be greatly improved.

In this district, however, where the number in the different grades is comparatively small in the several offices, and where a large per cent. of officers have never passed a civil-service examination, it is my opinion that the matter of promotions should be left to the nominating or appointing officers.

Very respectfully submitted,

C. S. BURNS,

Member of Customs Examining Board, Baltimore, Md.

UNITED STATES CIVIL-SERVICE COMMISSION,

Washington, D. C.

OPINION OF ROBERT H. BUSSEY, MEMBER CUSTOMS BOARD OF EXAMINERS.

CUSTOM-HOUSE, BALTIMORE, MD.,

Surveyor's Office, February 10, 1887.

GENTLEMEN: In response to your letter of the 6th ultimo with reference to examinations for promotions in the customs service for the district of Baltimore, I have the honor to express my views herein in regard to the same.

As I understand the circular accompanying your letter, the examinations for promotions are from class to class in the same grade, and I shall give my views accordingly.

In order that the government may get efficient employes, the civil-service regulations provide that a person must pass a civil-service examination and serve a probationary period of six months in the grade to which his examination renders him eligible; hence no further examination is necessary to test an employe's ability to serve in the various classes in the same grade.

The manner in which an employe discharges his duties furnishes the best evidence of his ability to perform the duties of the classes in his grade.

In my opinion the appointing officers here are well acquainted with the habits and fidelity of the employes in their respective departments, which knowledge enables them to form a better opinion of the peculiar fitness of the employes for the various positions than could be ascertained by a technical examination. So, in case a vacancy occurs, it could be filled with satisfaction in the usual way.

The duties of the positions in the customs service here being separate and distinct from one another, and being performed by their respective incumbents, it would be next to impossible for any one to pass the technical examinations except the present incumbents and those in very close official relationship with them. The only way a person can obtain a fair knowledge of the duties of the different positions is by actual experience.

Whilst entertaining the above views, if a person would be compelled to pass a technical examination to get a position in another class in the same grade, it seems to me it would give the present incumbents, and those closely associated with them officially, an undue advantage over those who are looking forward to promotion.

Being desirous of conforming to civil-service requirements as a member of the civil-service board for the customs district of Baltimore, I state, in conclusion, that any regulation the Civil-Service Commission deems expedient to apply to this customs district, I will use my efforts in having faithfully carried out.

I am, very respectfully,

ROBT. H. BUSSEY.

CIVIL-SERVICE COMMISSION,
Washington, D. C.

OPINION OF JAMES H. BUTLER, MEMBER CUSTOMS BOARD OF EXAMINERS.

PORT OF BALTIMORE, MD.,
Appraiser's Office, February 11, 1887.

GENTLEMEN: Respectfully referring to the communication of the United States Civil-Service Commission, asking an opinion in reference to examinations for promotions, etc., I would state that I have read the reply made to the same questions by the honorable the collector of the port of Baltimore, and that I cordially approve and commend the same.

I indorse the views there presented, and concur in the conclusion therein reached

With respect, I am your obedient servant,

JAMES H. BUTLER, M. D.,
Examiner.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

SAN FRANCISCO CUSTOMS DISTRICT.

CUSTOMS BOARD OF EXAMINERS TRANSMITS OPINIONS OF COLLECTOR, NAVAL OFFICER, AND SURVEYOR.

BOARD OF EXAMINERS CUSTOMS SERVICE,
San Francisco, February 26, 1887.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C. :

In reply to your communication under date of January 6, inclosing for the consideration of the appointing officers and the local board of examiners in this customs district certain rules relative to examinations for promotion, approved by the President for the customs district of New York, and requesting the expression of opinion relative to the advisability of extending the provisions of the same to this district, I have the honor to submit herewith the written opinions of the collector, naval officer, and surveyor, with which opinions, in so far as they relate to a practical examination of candidates for promotion, the board heartily concurs.

The board begs leave to suggest a modification in the form of an additional proviso to Regulation 1, in its application to the port of New York and perhaps one or two other ports, viz: That when the total number of employes under the classified customs service at any port does not exceed say 200, no restriction shall be placed upon the candidates as to the class they hold positions in under that to which the promotion is to be made, other than that they must have performed service for say one year in the position they occupy under an absolute appointment. The maximum number of candidates in this case not to exceed six.

Capable and efficient men are frequently found in the lower grades, who, through feelings of modesty or diffidence, hesitated to be applicants at the first examination positions in the higher grades. This will also be a great incentive to faithful service, which the government should foster.

Very respectfully,

J. FRANK MILLER,
Chairman.

J. D. RUGGLES,
Secretary.

OPINION OF COLLECTOR HAGER.

CUSTOM-HOUSE, SAN FRANCISCO, CAL.,
Collector's Office, January 28, 1887.

SIR: In response to your request, made at the instigation of the United States Civil-Service Commission for an expression of my opinion as to the advisability of adopting at this port the regulations governing promotions in the customs service at New York, approved by the President January 4, 1887, I have to say that I have read the regulations referred to and am of the opinion that their adoption at this port would have a tendency to increase the efficiency of the force in the mode of obtaining competent employes, and by furnishing an incentive to diligence on the part of officers of the service by holding out the hope of ultimate promotion.

By efficient practical examination of applicants, their fitness and qualifications for positions can be the more easily ascertained.

Under the method of examination now in force the questions have a tendency to be technical and theoretical rather than practical answers and information, and the result is that I am furnished on requisitions for eligibles of the highest percentage with the examination papers of a set of young men, some of them yet in school or not graduated therefrom, and of school teachers, some of them poor ones at that, who are better qualified to give answers to the many technical and catch questions propounded in the examination papers than older and more experienced business men.

These young men and teachers in many instances have had no previous business education or training, and, upon trial, have proven to be inexperienced or unfit for the practical duties of the positions to which they have been appointed. If by the proposed rules a more practical examination, should be obtained, whereby an appointing officer will have the opportunity of selecting men of sufficient experience and practical business knowledge as may be calculated to fit them for the offices which they may be called upon to fill, it will be an advantage to the service.

The main object of the civil-service law, as I understand it, is to improve and benefit the service, but in my opinion, unless its methods create a different class of "eligibles" from that now on the list, it will have an opposite effect.

A young man just entering upon active life might be able to perform duties as a messenger or clerk, but not those of a night inspector, store-keeper, examiner, etc., and yet, by reason of his scholastic attainments, he might in his examination outrank an older and more serviceable and experienced competitor.

The maximum age limit under present rules is forty-five years for all, but I am satisfied better inspectors, assistant store-keepers, samplers, examiners, and the higher grades of clerks can be obtained from persons between forty-five and fifty-five years of age than from those between the ages of eighteen and thirty years.

Another defect in the present mode of conducting examinations to which reference may be made, is the fact that in ascertaining the percentage of candidates too little consideration is given to essential qualifications; these are sometimes made subordinate to less important qualifications.

Thus a candidate for a clerkship may have the highest percentage in such qualities as would officially fit him for the performance of the duties of the office, and yet the young man fresh from the schools and school-teachers in the unessentials, such as geography,

spelling difficult words, and solving unusual mathematical problems, and in the general average may outrank him.

I would also call attention to the fact that in these examinations physical conditions and qualifications are entirely ignored, and yet in selecting inspectors who act as guards and watchmen, the police of the revenue service, physical fitness, courage, etc., are more essential than scholastic attainments.

These suggestions may be beyond the scope of the information sought by the commission, but as the subject-matter thereof is one of great public interest, I hope I may be excused for anything that may be regarded as extraneous.

I am, very respectfully,

JNO. S. HAGER.
Collector.

Maj. J. D. RUGGLES,
Secretary of the Local Board of Examiners, San Francisco.

OPINION OF NAVAL OFFICER TAYLOR.

PORT OF SAN FRANCISCO, CAL.,
Naval Office, February 7, 1887.

MY DEAR SIR: I beg to submit the following as my response to your request, asking me to give an opinion as to the advisability of adopting at this port the rules and regulations, recently promulgated by the President, for governing promotions in the customs service at New York.

Allow me to take up the regulations *seriatim*:

Regulation No. 1. This, which provides for examination for promotion, is in my judgment an excellent step. It will stimulate men already long in the service. It will appeal to their ambition, to their pride of place. It will serve to secure better and abler men as public servants. It will convince them the government takes interest in their welfare, as well as expecting them to care for its progress.

Regulation No. 2. This is praiseworthy. It will serve to cause the examination clerks, inspectors, and others in the particular branches they represent, and fitness or incompetency can thus be better and more quickly discovered. There is many a man now in the customs service who is really unfit to fill ably the place assigned him by the result of his percentage in the examinations. Why? He easily answers the test or "catch" questions, because he had been "cramming" for them. In the race for position and a salary he conquered his fellows, only for the reason that he was "smarter" in history, geography, the higher and most useless branches of mathematics, etc. Then his name went to the appointing officer as highest of the bunch. And unless there was some good reason for a contrary act, in seven cases out of ten he was chosen for the prize. He may only have seen eighteen springs. He may have just escaped from school or college, with no experience in "affairs." He may have been sickly; the others may have been in the prime of life, and model health, and of large experience. But no matter. No. 1 is the man. He has answered the "trick" or "catch" questions, and although he knows not one single thing about the custom-house or its functions, he enters upon the discharge of distasteful duties and cares only for the salary. You and I have seen this exemplified. We know it to be true.

Let these examinations for promotion be upon subjects which it is necessary for a man to know and understand, connected with his line of work. The government will thus be in the way of securing better servants, and there will be more satisfaction all round.

There is only one objection which I can see to this regulation, and that is, the minimum percentage is made 75. If "catch" questions are to be allowed, it ought to be

If the man is subjected to a course of sensible, practical questions in his line of work, 75 per cent. may be very well. Otherwise all questions in which one can display "smartness," or wonderful memory, should be struck out.

Regulation No. 3. Yes; I think the whole list should be in the hands of the appointing power. He then can take the man who, in his judgment, is the fittest, whether experience, or brain, or clerical ability, or courage, or muscle be required.

I am one of those who believe that ability and fitness should out-rank mere party services, when the so-called "workers" are brainless and conscienceless, although they may have answered—through special preparation—every conundrum proposed.

Let the heads of departments be absolutely free from political prejudices in making selections. We want reliability and capacity for the government service.

For instance, if I am a republican, or *vice versa*, and an utterly incompetent man of my own creed comes to me for office—one who is known to be untrustworthy and who occasionally debauches his manhood—and right alongside of him stands a bright-eyed, able, clear-minded, clean-hearted man of the opposite faith who never crooks his elbow, my sense of honor and conscience and duty to my government ought to tell me to select the one who will best serve that government, not the one who will be the best "worker" at the polls.

Give heads of departments this chance, provided for in Regulation No. 3, and they can help the service immensely. Four names are never enough to choose from.

Regulation No. 4. I approve. It will benefit the service in many ways easy to understand.

Now at some length I have responded to your request. But the subject is an important one, and I am interested in it.

In conclusion let me say some earnest words upon the civil-service rules generally, and beg you to invite to them the attention of your commission at Washington. They may be worthless and an intrusion, but they come from an ardent desire to serve the government of my country.

Beg the commission to change the ages of applicants to twenty-one and sixty—even sixty-five—instead of chaining them down to eighteen and forty-five.

A young man of eighteen, just from the student's tasks, will "beat" a man "all hollow" who has had larger experience in life and its "ups and downs" and is fifty years of age in answering a few conundrums in geography and history and mathematics, the knowledge of which is utterly useless perhaps. But is he as valuable to the government? Does he know the responsibility committed to his care as well? Does he think as much?

Some of our best men, as you know, are over fifty-five years of age.

The government wants capacity. Why debar it of their services?

Again, beg your commission to make the questions more practical, and to go less into higher mathematics and the mysteries of geography. Many a brilliant man and a statesman, and many a competent clerk of twenty-five and thirty years' experience, could no more answer some of the remarkable questions put to callow youths of eighteen and twenty-five than you or I could tell when the next snow-storm will occur in San Francisco! They do not test their fitness. In many instances the "smart" young man who solves the riddles is all on the surface, and has been "coached" for the interesting seance. There is nothing like an illustration. Pardon me if I take my own case. I have had a collegiate education; have had a varied experience in life; have traveled the world over; have served in the Union army, and held command over men; have held public office, have addressed multitudes, etc., and yet lots of those questions the Civil-Service Commission insists upon having answered would stump me were I an applicant for place, and peg me back in the rear of many a youngster or school-teacher, ignorant of life and the ways of men; and yet would be utterly worthless to prove me unfit to fill almost any grade in the customs service. You and I have seen too many really valuable men brushed aside because, forsooth, some fresh young fellows happened to solve a few conundrums.

Again, in many places physical condition should outrank merit in answering "catch" questions.

You want more robust health and muscle and courage and judgment in handling men in these cases than clerical capacity or knowledge of books. A night inspector

should be a man of nerve and sound body and one who understands something of men.

If he were accustomed to outdoor life and over thirty years of age, so much the better. We know men who spell separate with an *e* and bullion with one *l* and who do not know how many rivers you have to cross to go from Portland, Me., to Guzzler's Flat, Cal., but they are men of general intelligence, observation, and of brawn and muscle and courage, and would make grand night inspectors or watchmen. Why cannot there be found some other and milder form of examination for such men?

Many other things occur to me, but I will spare the rod of intrusion. I have perhaps said too much and gone too far, but it is with entire courtesy to the commission and respect for its arduous duties.

I have an abiding and profound interest in the welfare of the public service, and want to see every place filled with the best and brightest and rough spots made smooth.

Yours, very sincerely,

STUART TAYLOR,
Naval Officer.

Maj. J. D. RUGGLES,
*Deputy Naval Officer, and Secretary Board of Examiners,
San Francisco.*

OPINION OF SURVEYOR TINNIN.

CUSTOM-HOUSE, SAN FRANCISCO, CAL.,
Surveyor's Office, February 17, 1887.

SIR: In answer to your request that I give you my views as to competitive examinations for promotions in this custom-house. I will say that I do not believe that such examinations will accrue to the benefit of the service.

There are always officers who could at such examinations obtain high percentages, and yet their physical or moral condition be such that the officer in charge of the division would have no assurance that they would punctually or honestly perform the duties.

Some will doubtless say that such persons should not be retained in the service.

In answer to this I will say that, if I understand our "civil-service law," it means that no officer shall be removed without a cause, and a cause that can be clearly proven.

We may know that the physical condition or moral character of a person is bad and still not be able to point out specific reasons, and in that way such persons are retained in the force, while the officer in charge is convinced of their incapacity or unreliability and still cannot make a direct charge against them.

I assert, without fear of contradiction, that there is not a division in any of the principal custom-houses but that such officers or employes may be found.

Would it, then, advance the interest of the government or the service to advance such persons?

Would it not place the heads of divisions in an awkward and unenviable position to compel them to rely on the *promoted services* of those in whom they have no confidence?

Would it not disorganize the utility and purity of the service among other employes to have those promoted over them who did not fill the physical and moral requirements expected of a public officer? I regret much to differ in this matter with some of my superior officers, but such are my conclusions after one year's experience in this office.

Respectfully submitted,

W. S. TINNIN,
Surveyor of Customs, San Francisco, Cal.

Hon. J. D. RUGGLES,
Secretary of Board of Examiners, Custom-House, San Francisco, Cal.

CHICAGO CUSTOMS DISTRICT.

CUSTOMS BOARD OF EXAMINERS TRANSMITS OPINIONS OF OFFICIALS.

CUSTOM-HOUSE, CHICAGO, ILL.,
Collector's Office, January 22, 1887.

GENTLEMEN: I have the honor to inform you that, in accordance with instructions contained in your letter of the 6th instant, received by me on the 12th, the heads of the customs offices in this district convened on the 18th instant in the collector's office at this port to consider the regulations governing promotions in the customs district of New York and the advisability of adopting similar regulations for this district. The views of those present, embodied in the inclosed report of Frank G. Hoyne, esq., confidential secretary of the collector, are to the effect that such regulations are unnecessary and would not increase the efficiency of the service at this port.

I also inclose the opinion of the members of the board on the subject, as requested.

I am, very respectfully,

J. J. CROWLEY,
Secretary Local Customs Board.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

OPINION OF HEADS OF DIVISIONS.

CUSTOM-HOUSE, CHICAGO, ILL.,
Collector's Office, January 19, 1887.

SIR: At a meeting held in the collector's office, Tuesday, January 18, composed of heads of divisions in the Chicago custom-house, I was designated by those present to convey to you, in the shape of a report, the opinions expressed there and the action of said body in considering the practical adaptability and the wisdom of adopting the regulations governing promotions now in force and in practice at the New York custom-house.

In pursuance, therefore, of above order I have the honor to report to you that the opinions expressed by those present were unanimous in the belief that the regulations were not applicable to this port, although the regulations might be of great advantage in securing and maintaining an efficient force at a port of the size of New York, where the magnitude of numbers employed makes it impossible for the appointing officer to become acquainted with the practical knowledge and personal qualifications of each and every employé, and should therefore have the assistance of the local board, yet at a port of the size of Chicago, where there are but 64 employés under the civil-service rules and in the classified service, and where it is known to be the fact that the appointing officer makes himself thoroughly acquainted with the habits, disposition, and peculiar qualifications of every employé to perform a certain class of labor, it was not considered necessary to adopt the New York regulations to improve the efficiency of the service or wise to change the method now in practice, which has up to the present time been most successful and given the various departments a most excellent and superior class of employés.

Yours, respectfully,

FRANK G. HOYNE,
Confidential Secretary.

J. J. CROWLEY, Esq.
Secretary of Local Civil-Service Board, Chicago, Ill.

OPINION OF BOARD OF EXAMINERS.

CUSTOM HOUSE, CHICAGO, ILL.,
Collector's Office, January 22, 1887.

GENTLEMEN: In compliance with your request of the 6th instant we have the honor to submit the following report as the unanimous opinion of the board of examiners

relative to the adoption in this district of rules similar to the regulations governing promotions in the customs service at the city of New York.

We are in sympathy with every movement which has for its object the good of the service, and believe that a step has been taken in that direction by promulgating the regulations which are to govern promotions at the city of New York. Among the benefits to be derived from such a system might be mentioned, on the one hand, the removal of favoritism and caprice on the part of the nominating officer, as well as the overthrow of the tendency to make promotions purely for political reasons, without regard to, and without knowledge of, the respective merits and qualifications of those eligible to promotion. On the other hand, we believe that such a system of promotion properly conducted will operate as a constant incentive to improvement among the employes, who will feel that their advancement depends upon their own merit and improvement.

But, although we believe that this system is advantageous to a large district like New York, where the employes in every class are numerous, and where the nominating officer can at best have only a superficial knowledge of the relative merits of his subordinates; yet, in a small district like Chicago, where each class is meagerly represented, and where the nominating officer has a definite knowledge of the qualifications of each subordinate, it is doubtful whether any system of examination for promotion would at present be beneficial.

Our reasons for concluding that the service will not be improved in this district by examinations for promotion are as follows:

(1) The limited number of employes in each class.

(2) The difference in the character of the work performed by the employes in the several departments.

(3) The nominating officer by virtue of his discretionary power would not, and should not in justice to the service, be controlled by the result of such examination.

Our first reason is based on the fact that there are in this district only 64 employes in the classified customs service, who are divided into five classes, leaving each class with about 12 representatives. Each class is also represented in the different departments of the service, so that in a single department each class has not more than two or three representatives, while each department has not more than two or three classes.

We believe that our second reason is substantial, from the fact that the various departments of the service here are so different in the character of the work to be performed that an employe who would justly be entitled to be placed in the highest class in one department, should, with equal justice, be placed in a much lower class, if transferred to another department, where he must necessarily be but slightly familiar with its duties.

Our third reason is the necessary result of the first two. Let an examination be ordered for promotion to a higher grade in a given department, and the applicants should be restricted to employes who are already somewhat familiar with the duties of that department. And if the examination related to the duties of that office none others could pass. As nearly all of the employes came into the service on examination, a general examination is unnecessary, since their relative standing thereon is already known to the board of examiners. Again, if the examination is restricted to employes of the department in which the promotion is to take place, the number of applicants will be very limited, and the list of eligibles will be exceedingly small.

The whole list then being certified to the nominating officer, he may still select the employe who, in his opinion and that of the head of the department, is most worthy. An examination would therefore not assist in determining the promotion. And it is not fair to presume that he would appoint a man from a lower class in one department to a higher class in another; nor, on the other hand, that he would, if left to his own will, promote a man who could not on an examination obtain a minimum standard of 75 per cent.

Either course would injure the service and bring discredit upon himself.

Until the classes in each department have a sufficient number of representatives, and there is a tendency on the part of the nominating officer to make promotions contrary to merit, we believe that no examination for promotion is necessary.

Very respectfully,

H. D. GREENE,
JAMES M. BARNES,
J. J. CROWLEY,
Customs Board of Examiners.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

NEW ORLEANS CUSTOMS DISTRICT.

OPINION OF COLLECTOR, SURVEYOR, NAVAL OFFICER, AND BOARD OF EXAMINERS.

CUSTOM-HOUSE, NEW ORLEANS, LA.,
Board U. S. Civil-Service Examiners, February 3, 1887.

GENTLEMEN: At the regular monthly meeting of the board of examiners held this day, we were instructed to report to you the result of the conference of the heads of the customs offices at this port, with reference to the adoption of rules for regulating promotions in this district, and the opinions of the different members of this board on the subject.

As a result of the conference of the heads of the customs offices, the board is informed that the collector, naval officer, and surveyor are opposed to the adoption of regulations for governing promotions in the customs service here similar to those in force at the city of New York. The reasons for the opposition are substantially as follows:

That the necessity for competitive examinations for promotions does not exist in this district; that the effect of the rule proposed would be to put the eligibles all down to the lowest grade of clerkships, and the delay occasioned by holding examinations for promotions to fill vacancies in the higher grades would be detrimental to the public service, when such vacancies were without warning, and the desk vacated unfilled until the examination for promotion would be held and the result known; that they are opposed to such examinations for the additional reason that the proposed regulations would be a further abridgment of the appointing power, already circumscribed, and in a great measure deprive the appointing officer of the means of rewarding by promotion deserving employes, of whose ability and qualifications he must be the best judge.

The employes in the classified service at this port, subject to the civil-service rules, are divided as follows:

Class 4:	
Clerks.....	4
Examiners	4
Total	8
Class 3:	
Clerks.....	4

Class 2 :

Clerks.....	9
Ganger	1
Store-keepers	3
Examiner	1
<hr/>	
Total.....	14
<hr/>	

Class 1:

Clerks.....	8
Examiner	1
Assistant weighers.....	6
<hr/>	
Total.....	15
<hr/>	

Class A :

Inspectors of customs.....	21
<hr/>	
Grand total	62

Six examiners, 6 assistant weighers, 1 ganger, 13 in all, are subjected to special examinations, and a separate examination is prescribed for the storekeepers. There are 21 inspectors, Class A, who would be as eligible for appointment in the next grade (Class 1) by passing the general examination as by passing a special examination for promotion. There are, therefore, 37 employ es to whom the examinations for promotion to higher grades would not apply, and but 55 clerks who would be subject to the proposed rules. In an office where the clerical force is small the delay in having to hold examinations for promotions to vacancies, occurring without warning, would be detrimental to public interests.

For these reasons the board is of opinion that it would be unwise at this time to apply the proposed regulations to the customs service at this port.

Very respectfully,

GEO. S. BLOOMFIELD,
EDWIN HARRIS,
G. LEGARDEUR, Jr.,
C. H. MOORE,
J. M. HOLLAND,
Board of Examiners.
B. F. JONAS,
Collector.
R. SINNOTT,
Surveyor.
HENRY KERNOCHAN,
Naval Officer.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C

[EXHIBIT 4.]

CATION UNDER THE CIVIL-SERVICE ACT—ORDERS IN RELATION THERETO.

DEPARTMENTAL SERVICE

DEPARTMENT OF THE INTERIOR.

Revision of September 22, 1883.

DEPARTMENT OF THE INTERIOR,

Washington September 22, 1883.

ion to the classes of employés in the Interior Department at Washington, ed by section 163 of the Revised Statutes, there shall be two other classes n as class A and class B.

shall consist of all clerks and other employés at Washington receiving

shall consist of all employés at Washington known as copyists, whether re- 0 or \$720.

ns employed in classes A and B shall be subject to the provision of the l "An act to regulate and improve the civil-service of the United States," January 16, 1883, and shall be examined before admission, according to id Civil-Service Commission.

on having been appointed to a position in class B may be promoted to ound competent; but no person hereafter appointed to class A or B shall ed to a position higher than class A until such person shall have passed ation provided for, by the Civil-Service Commission, for entrance into the said class A.

H. M. TELLER,

*Secretary.**Revision of December 6, 1884.*

DEPARTMENT OF THE INTERIOR,

Washington, December 6, 1884.

ion of the President of the United States, and in accordance with the pro- the third clause of section 6 of the act entitled "An act to regulate and e civil-service of the United States," approved January 16, 1883, it is

That the order heretofore made, September 22, 1883, be and the same is s follows:

clerks receiving a salary of \$2,000 and upwards, not chiefs of division and ed by the statute or rules of the Civil-Service Commission, shall, for the classification, examination, and admission into the service of the Interior at at Washington, be included in subdivision A of class 4.

as receiving a salary of \$1,000, and all copyists receiving a salary of \$900 annum, shall, for purposes of classification, examination, and admission vice of the Interior Department at Washington, be included in class 1. All iving \$1,000 shall be included in subdivision A of class 1, and all copy- ut reference to the amount of salary received, shall be included in subdi- f class 1. No persons shall be admitted to or received in the Interior De- at Washington as clerks with a salary of \$2,000 or upwards, or at a salary or as copyists at \$900 or \$720, until they have passed the civil-service ex- provided for by the Civil-Service Commission, and have been certified to ment in the usual way for admission into the classified departmental serv-

H. M. TELLER,

Secretary.

DEPARTMENT OF WAR.

Revision of November 19, 1884.

CIRCULAR.]

WAR DEPARTMENT,

Washington City, November 19, 1884.

Chiefs of bureaus of the War Department will cause to be made out and forwarded to this office *as soon as possible* after the 1st proximo a statement showing the names, compensation, etc., of clerks, messengers, laborers, watchmen, etc., employed in their respective bureaus from December 1, 1883, to November 30, 1884, inclusive.

The statement is to be made out on single sheets of foolscap paper, written on but one side of the sheet, and the same form to be observed as that published in Senate Ex. Doc. No. 82, Forty-eighth Congress, first session, except as otherwise directed below.

The classification for the purposes of the civil-service act in the War Department includes all civilian employes subordinate to the secretary, except those merely employed as laborers or workmen (messengers and watchmen being considered as so employed), and the classification is revised so that all employes embraced therein shall be classed as follows:

Those having an annual compensation exceeding \$2,000	Class A
Those having an annual compensation of \$2,000	Class B
Those having an annual compensation of \$1,800	Fourth class
Those having an annual compensation of \$1,600	Third class
Those having an annual compensation of \$1,400	Second class
Those having an annual compensation of \$1,200	First class
Those having an annual compensation of \$1,000	Class C
Those having an annual compensation of \$900 and under	Class D

In making the report above called for, chiefs of bureaus will adopt the above classification in addition to any special designations of employes arising out of their special duties heretofore used, and will schedule the employes of each class together.

ROBERT T. LINCOLN,
Secretary of War.

DEPARTMENT OF THE NAVY.

Revision of November 22, 1884.

NAVY DEPARTMENT,

Washington, November 22, 1884.

GENTLEMEN: I have the honor to transmit herewith a tabular statement exhibiting the number and classes of clerks and employes in the Navy Department and its bureaus, arranged in accordance with the department's letter to the commission of January 23, 1884; and including not only the clerks classified by the act of January 16, 1883, in four classes under section 163 of the Revised Statutes, but also the subordinate places classified under the third paragraph of section 6 of the act last mentioned; and, in addition, for convenience, a statement of the positions in this Department classified but exempt from examination, and those not classified because classification is not required by the act. I also transmit a list showing the names and positions of those "classified, subject to examination."

Very respectfully,

W. E. CHANDLER,
Secretary of the Navy.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

[Table included with secretary's letter.]

and employes in the Navy Department and bureaus, classified (subject to examination) (exempted from examination), and not classified under the law and the provisions of the United States Civil-Service Commission.

	Secretary's office.	Judge-advocate-general's office.	Bureau of yards and docks.	Bureau of steam engineering.	Bureau of construction and repair.	Bureau of ordnance.	Bureau of equipment and recruiting.	Bureau of medicine and surgery.	Bureau of provisions and clothing.	Bureau of navigation.	Hydrographic office.	Observatory, old and new.	Nautical almanac office.	War records.	Navy department building.	Total.	Salaries.
Chief clerk.	5	1	1	1	7	1	1	1	1	1	1	1	1	1	1	11	\$1,800.
Deputy chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	12	\$1,600.
Chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	17	\$1,400.
Deputy chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	24	\$1,200.
Chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	24	\$1,000.
Deputy chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	24	\$800.
Chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	24	\$720.
Deputy chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	24	\$720.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9	1st \$2,500
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9	8th \$1,800
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$2,250.
Deputy chief clerk.	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$1,400 and \$1,800.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$2,250.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	23	\$1,000 to \$1,800.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$1,400.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$1,000.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$1,000.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$1,352 and \$1,500.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$800.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	10	\$1,200 to \$1,800.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	10	\$1,000 to \$1,800.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	10	\$1,000 to \$1,800.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	\$1,500 to \$1,900.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$1,500.
Chief clerk.	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$840.
Deputy chief clerk.	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	14	\$720.
Chief clerk.	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$340 and \$430.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$600.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	\$420.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16	\$720.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	7	\$730.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	\$720 and \$1,000.
Chief clerk.	4	1	1	2	1	1	1	2	1	2	3	7	1	1	7	7	\$680.
Deputy chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	3	\$720.
Chief clerk.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	20	20	\$180.
Deputy chief clerk.	41	5	9	10	9	7	12	9	14	10	49	16	12	3	65	262	

DEPARTMENT, November 1, 1884.

[List inclosed with the secretary's letter.]

List of employes in the Navy Department, classified under the law and regulations of the United States Civil-Service Commission.

Secretary's office.—William P. Moran, W. S. McNairy, Jesse E. Dow, H. S. Bowen, and James Patterson, clerks of class 4; J. E. Potts, Wythe Denby, and R. T. Cheney, clerks of class 3; C. H. Ridenour, R. B. Porter, M. L. Croxall, and M. S. Thompson, clerks of class 2; H. W. King, John Cassin, W. R. Handy, J. H. Kirkwood, D. R. Neal, jr., J. W. Anderson, and James C. Dulin, clerks of class 1; Rufus Prentice, J. E. Trudeau, M. M. Heath, and Hattie E. Phelps, clerks at \$1,000.

Judge-advocate-general's office.—W. F. Clarke, clerk class 4; C. L. Kelsey, clerk class 3; Halleck Donoho and B. F. Peters, clerks class 1.

Hydrographic office.—Thomas T. Thurlow and John S. Stodder, clerks class 2; A. C. Vogel, clerk class 1; M. M. Smith, E. A. Scott, and V. G. Smith, copyists at \$900.

Naval observatory.—Thomas Harrison, clerk class 4.

Nautical almanac office.—M. B. Chase, copyist at \$720.

Bureau of yards and docks.—D. J. Partelle, clerk class 4; R. H. Yeatman, clerk class 3; Charles Fair, clerk class 2; J. R. Graham, clerk class 1; J. A. Kingsley, clerk at \$1,000.

Bureau of steam-engineering.—George Schultz, clerk class 2; W. G. Shock and J. H. Hoagland, clerks class 1; William Wirt, clerk at \$1,000.

Bureau of navigation.—D. A. Denison, clerk class 3; Frank Hamilton and H. W. Wells, clerks class 2; John H. Brooks, clerk class 1; S. S. Howison, clerk at \$1,000; R. F. Cromelin, copyist at \$900.

Bureau of construction and repair.—R. Knapp, clerk class 4; C. L. Hughes, clerk class 3; F. E. Storm, clerk class 2; Grace Wilcox, clerk class 1.

Bureau of equipment and recruiting.—W. W. S. Dyre, clerk class 4; J. B. Gould, clerk class 3; D. C. Morrison and R. A. Church, clerks class 2; J. E. Alexander, E. A. Roderick, and F. A. Wilson, clerks class 1; E. C. W. Chubb and R. L. Barrington, copyists at \$900.

Bureau of ordnance.—J. R. Gisburne, clerk class 3; E. S. Brandt, clerk class 2; S. K. Behrend, clerk at \$1,000.

Bureau of provisions and clothing.—F. C. Adams, clerk class 4; W. H. Doe and T. J. Lasier, clerks class 3; H. E. Guinn and J. DeBree Higgins, clerks class 2; J. K. Lewis, Epes Sargent, Mortimer Clarke, and D. J. Evans, clerks class 1; A. B. Bromwell and F. B. Clements, clerks at \$900.

Bureau of medicine and surgery.—Benjamin White, clerk class 3; W. S. Gibson, clerk class 2; M. A. Austin, clerk class 1; Charles G. Reynolds, clerk at \$1,000.

War records (library).—P. D. Haskell, clerk class 1; S. W. Mechlin and Caroline Mytinger, copyists at \$720.

DEPARTMENT OF THE TREASURY.

Revision of January 2, 1885.

[Circular.]

CLASSIFICATION OF OFFICERS, CLERKS, AND EMPLOYÉS IN THE TREASURY DEPARTMENT.

TREASURY DEPARTMENT, OFFICE OF THE SECRETARY,

Washington, D. C., January 2, 1885.

To whom it may concern:

The existing classification of those in the Treasury Department, under the civil-service act, as heretofore construed and applied in all cases, includes all officers, clerks, and employes with annual salaries fixed by law, except those subject to confirmation by the senate and those merely employed as laborers or workmen (messengers and watchmen being considered as so employed).

the purpose of the examination provided for in the said act such officers, clerks, employes are hereby arranged in the following classes according to their annual salaries:

4	\$1,800, or more	Class 1	\$1,200
3	1,600	Class B	1,000
2	1,400	Class A	900

H. McCULLOCH,
Secretary.

POSTOFFICE DEPARTMENT.

Revision of February 6, 1885.

POSTOFFICE DEPARTMENT,
OFFICE OF THE POSTMASTER-GENERAL,
Washington, D. C., February 6, 1885.

No. 83.]

the purpose of facilitating the execution of the civil-service act, the classification of clerks and others employed in this department, and appointed by the Postmaster-General, shall be as follows:

having an annual compensation exceeding \$2,000..... Class A.
having an annual compensation of \$2,000..... Class B.
having an annual compensation of \$1,800..... Fourth Class.
having an annual compensation of \$1,600..... Third Class.
having an annual compensation of \$1,400..... Second Class.
having an annual compensation of \$1,200..... First Class.
having an annual compensation of \$1,000..... Class C.
having an annual compensation of \$900..... Class D.
having an annual compensation of \$720..... Class E.

Provided, That this classification does not include messengers, assistant messengers, messengers, nor laborers.

FRANK HATTON,
Postmaster-General.

DEPARTMENT OF JUSTICE.

Revision of November 12, 1883.

DEPARTMENT OF JUSTICE,
Washington, November 12, 1883.

As requested in your letter of the 6th ultimo, I herewith inclose a statement of the number of officials, including copyists and clerks (excluding laborers, workmen, and appointments confirmed by the senate), in the employ of this department. Officers in the nature of special agents who examine accounts of court officers in districts where contracted, and perform other special work away from Washington, have not been included in the accompanying list.

Very respectfully,

BENJAMIN HARRIS BREWSTER,
Attorney-General.

S. ROULHAC, Esq.,
Secretary U. S. Civil-Service Commission, Washington, D. C.

List of officials, including clerks and copyists, in the employ of the Department of Justice.

Name.	Capacity.	From whence appointed.	Remarks.
John S. Blair	Assistant attorney	Pennsylvania	
F. H. Howe	do	Wisconsin	
John C. Fay	do	New Jersey	
André Brewster	do	Pennsylvania	
George L. Douglass	do	District of Columbia	
Isaac S. Lyon	do	Massachusetts	
A. J. Bentley	Law clerk and examiner of titles.	Ohio	
Henry Hodges	Law clerk	Georgia	
A. R. Dutton	do	Ohio	
James R. Young	Chief clerk	Pennsylvania	
James M. Ewing	Disbursing and appoint- ment clerk.	West Virginia	
James L. Stanton	Pardon clerk	Pennsylvania	
W. M. Wilson	Stenographer	do	
Cecil Clay	Fourth-class clerk	do	
Howard Perry	do	New Jersey	
S. B. Shelbley	do	Georgia	Stenographer.
Robert J. W. Browster	Third-class clerk	Pennsylvania	
C. E. Goodno	do	Iowa	
Robert V. LaDow	do	New York	Stenographer.
A. K. Brodie	Second-class clerk	North Carolina	
M. B. Cummings	do	Pennsylvania	
M. R. Fry	First-class clerk	Virginia	Typewriter operati
M. B. Morse	do	Louisiana	Do.
Mary Thomas	do	do	Do.
Thomas H. Wright	do	District of Columbia	
John W. Graves	do	do	
David D. Kennedy	Telegraph operator	Maryland	
S. H. Sentenne	Engineer	New York	
Nathan Plummer	Copyist	Maryland	
A. D. Rundlett	do	Massachusetts	Typewriter operati
E. Whitney	do	do	Do.
E. Abert	do	Maryland	Do.
E. D. Shipley	do	do	Do.
H. N. Ralston	do	Nevada	Do.
S. I. Mahon	do	Pennsylvania	Do.
Webster Elmes	Chief clerk	Ohio	
William H. Barton	Fourth-class clerk	Michigan	
W. E. Bendz	do	New York	
Felix A. Reeve	do	Tennessee	
Thomas L. Murphy	do	Ohio	
William H. Newman	Third-class clerk	do	In office of Solicit the Treasury
John A. Ellinger	do	Maryland	
George H. Moore	do	Pennsylvania	
Hiram Michael	Second-class clerk	do	
Charles S. Johnson	do	New York	
W. A. Dutton	First-class clerk	District of Columbia	
S. D. Williamson	do	Virginia	

NOTE.—The persons marked "stenographers" and "typewriter operatives" are used exclu-
npon that business. Without their services the business of the department could not prope
attended to.

DEPARTMENT OF AGRICULTURE.

Revision of December 12, 1894.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C., December 11, 1894.

SIR: In response to the telephonic message received yesterday, December 10,
the Executive Mansion, informing the commission of the receipt of the classific
of the Agricultural Department, and asking the attention of the commission t
same, it respectfully replies that the classification (a copy of which has been
nished us) was made in pursuance of the views of the President, expressed t
commission in an interview in October last, and communicated to the Commis
of Agriculture.

The commission at that date expressed its view that the time had come for in
ing that department under the rules, and declared its readiness to undertake the
tional work involved.

The classification appears to this commission to be suitable for the purposes of the examination required by the rules.

If the classification shall be accepted by the President the commission will count itself as instructed to treat the places thus classified in the Agricultural Department among those which are to be filled from certifications by the commission under existing rules.

We have the honor to subscribe ourselves,

Your obedient servants,

DORMAN B. EATON,
JOHN M. GREGORY,
E. D. THOMAN,

United States Civil-Service Commissioners.

The PRESIDENT.

EXECUTIVE MANSION,
Washington, December 12, 1884.

DEAR SIR: Your letter of the 11th instant regarding the application of the civil-service rules to the Agricultural Department has been received by the President, and he directs me to say, in reply, that as it is stated in your communication that the enclosed classification submitted by the commissioner "appears to be suitable for the purposes of the examination required by the rules," the suggestion that it be accepted is approved by him.

Very truly yours,

FRED. J. PHILIPS,
Private Secretary.

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

List of clerks in the United States Department of Agriculture classified in accordance with the act entitled "An act to regulate and improve the civil-service of the United States," approved January 16, 1883.

Clerks of class 4 (5). In the office of the commissioner: William J. Cowing, George Bacon. In the bureau of statistics: Edward W. Doherty, Edward S. Howes. Compiling matter for annual and special reports: David M. Nesbit.

Clerks of class 3 (9). In the office of the commissioner: David Bremner, Mrs. K. I. Toole. In charge of the seed room: Arnold S. Richmond. In the bureau of statistics: Robert E. Smith, Frank L. Evans, Benjamin F. Bell. Compiling matter for annual and special reports: E. V. O'Brien, Samuel M. Clark. Clerk in charge of quarantine stations for neat cattle: Allan Dodge.

Clerks of class 2 (9). In the office of the commissioner: Edmund Burke, Mrs. A. S. Aldwell, Patrick H. Coffee, George R. Simmons. In the bureau of statistics: E. L. Phillips, John P. Church, Bernard W. Snow, Temple Clark. Compiling matter for annual and special reports: I. I. Noah.

Clerks of class 1 (17). In the office of the commissioner: John W. Hall, Frank W. Hines, James J. Sansom, George W. Kennicutt, Mrs. F. N. Gregory, Mrs. M. H. Burr, Mrs. Evie Lyons. In the bureau of statistics: Henry R. Burrill, Henry C. Robinson, Mrs. S. L. Sommers, Miss Eva Quinn, Miss Louise Breedin. Compiling matter for annual and special reports: Warren C. Tilton, George W. Hall, B. P. Turner, Richard J. Weston. Clerk in the bureau of forestry: Robert W. Best.

Clerks at \$1,000 each (23). In the office of the commissioner: Mrs. S. E. Jenkins, Mrs. M. M. Ingram, Mrs. M. D. Newell, Mrs. W. E. Robinson, Mrs. A. H. Love, Miss A. M. Infield, Miss Maggie Taylor, Miss Carrie L. Dubois. In the seed bureau: Thomas Ray, John C. Wright, John J. Atwell, Mrs. C. Waldren. In the bureau of statistics: Edward B. Jones, Mrs. C. W. Pattison, Miss Anna Montgomery, Miss C. Shanahan, Miss F. Seaton, Miss Eliza J. Day, Miss Maria L. Wood. Compiling matter for annual and special reports: Mrs. E. L. Hart, Miss E. G. Latham, Frank Thoma. Copyist in chemical bureau: Miss Virginia Miller.

Clerks at \$340 each (20). In the office of the commissioner: Miss Jennie K. Wharton, Montague Fassett, Miss Tillie Little, Mrs. E. L. Eaton, Mrs. C. M. Finckell, Miss F. C. Cox. In the bureau of statistics: Mrs. M. A. Lord, Mrs. E. L. Clark, Miss E. V. Pepin, Miss Flora Schmidt. In the seed bureau: Mrs. Ella Edwards, Mrs. Margaret Jones. Compiling matter for annual and special reports: Mrs. A. E. Woulfe, Mrs. Isabel O. Maddux, Mrs. M. A. Robbins, Mrs. R. B. Clarke, Miss A. E. Barbour, Miss A. W. Carman, Miss Carrie Thompson. In the division of silk culture: E. M. Thoman.

Clerks at \$720 each (7). In the bureau of statistics: Mrs. M. H. Bailey, Mrs. M. J. D. Forrest. Compiling matter for annual and special reports: Miss L. G. Grigsby, Miss L. G. Burbridge, Miss M. McCutcheon, Miss Mary Sullivan, Mrs. M. A. Goodchild. Clerk to bureau of animal industry: Miles Fuller, \$1,500.

Miscellaneous. Disbursing officer: B. F. Fuller, \$1,800. Assistant to disbursing officer: Henry Phelps, \$1,400; Mrs. B. S. Shepherd, \$1,000. Librarian: Mrs. E. H. Stevens, \$1,400. Superintendent of folding room: S. S. Blackford, \$1,200. In the chemical bureau: C. Richardson, \$1,800; Edgar Richards, \$1,600; A. E. Knorr, \$1,200; F. V. Broadbent, \$1,200; John Dugan, \$1,000. Employés in the laboratory: C. A. Crampton, \$1,200; G. L. Spencer, \$1,200; William Frear, \$1,000; T. C. Trescott, \$1,000; W. P. Wheeler, \$1,000. In the botanical bureau: W. P. Conant, \$1,200. In the bureau of entomology: Theodore Pergrande, \$1,400; B. Pickman Mann, \$1,600; L. O. Howard, \$1,600; Albert Koebele, \$1,200; W. S. Barnard, \$1,800; E. A. Schwartz, \$1,600; M. G. Champney, \$1,000; Lillie Sullivan, \$1,000. In the museum: Robert G. Blaine, curator, \$1,400; David McCurdy, \$1,000. Foreman in the grounds: James Kerr, \$1,200.

GEO. B. LORING,
Commissioner of Agriculture.

CUSTOMS SERVICE.

Classification of March 26, 1883.

TREASURY DEPARTMENT, *March 26, 1883.*

GENTLEMEN: I have the honor to acknowledge the receipt of your letter of the 17th instant, submitting for the consideration of this department a memorandum of classification of the persons employed in certain customs districts in the offices of collector of customs, naval officers, surveyors, and appraisers required to be classified by the sixth section of the act "To regulate and improve the civil-service of the United States," approved January 16, 1883.

In reply thereto, after full consultation with your honorable commission, I have respectfully to state, that the subject has received careful consideration by the department, and the following classification is determined, the same being at present applicable only in the several customs districts where those directed by said act to be classified shall be as many as fifty:

CLASS A. All persons not employed merely as laborers or workmen receiving a compensation amounting to \$900 or more, but less than \$1,200, per annum.

CLASS 1. All persons receiving a compensation amounting to \$1,200 or more, but less than \$1,400, per annum.

CLASS 2. All persons receiving a compensation amounting to \$1,400 or more, but less than \$1,600, per annum.

CLASS 3. All persons receiving a compensation amounting to \$1,600 or more, but less than \$1,800, per annum.

CLASS 4. All persons receiving a compensation amounting to \$1,800 or more, but not including any officer confirmed by the senate.

This classification now extends to the following offices, viz:

Collectors of customs, naval officers, surveyors, and appraisers at the ports of Boston, New York, Philadelphia, Baltimore, New Orleans, and San Francisco; collector

s and appraiser at Chicago, and collector of customs at Portland, Me., Bur-
detroit, and Port Huron.

n "compensation" instead of "annual salary" is used for the reason that in
es the employes are paid a per diem compensation. The term "annual
ould not seem to include the inspectors of customs at the various ports, as
ers are paid by the day.

d confusion class A is adopted to include all receiving \$900 and less than

y respectfully,

H. F. FRENCH,
Acting Secretary.

ITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

Postal Service.

Classification of March 9, 1883.

POSTOFFICE DEPARTMENT, OFFICE OF THE POSTMASTER-GENERAL,
Washington, D. C., March 9, 1883.

IDENT:
the honor to transmit, in accordance with the second paragraph of section
ct approved January 16, 1883, entitled "An act to regulate and improve
ervice of the United States," a classification of clerks and others at post-
ere fifty or more persons are employed.
y respectfully,

FRANK HATTON,
Acting Postmaster-General.

ication of clerks, et al., at postoffices where fifty or more persons are employed.

Postoffice at—	Class 4, \$1,800 and over per annum.	Class 3, \$1,400, and less than \$1,800 per annum.	Class 2, \$800, and less than \$1,400 per annum.	Class 1, less than \$800 per annum.	Total.
	<i>Number employed.</i>	<i>Number employed.</i>	<i>Number employed.</i>	<i>Number employed.</i>	<i>Number employed.</i>
V.....	2	.....	61	5	68
Id.....	4	5	141	52	202
is.....	9	10	340	186	545
Y.....	2	2	152	33	189
.....	1	2	18	14	75
.....	17	15	435	198	665
Ohio.....	6	5	158	57	226
Ohio.....	2	2	66	20	90
h.....	1	2	51	24	88
a, Ind.....	1	2	48	26	77
Mo.....	1	.....	82	19	52
Ky.....	1	2	58	16	77
Wis.....	1	2	57	20	80
J.....	.....	2	40	8	50
a, La.....	2	5	73	47	127
N. Y.....	35	40	934	477	1,486
a, Pa.....	8	10	527	155	700
Pa.....	1	2	69	41	113
R. I.....	1	2	36	24	63
N. Y.....	1	1	88	13	53
Mo.....	7	7	220	72	306
co, Cal.....	5	7	121	16	149
, D. C.....	8	5	133	72	218
total.....	116	130	3,848	1,005	5,099

[EXHIBIT 5.]

VIEWS WITH RESPECT TO THE ENFORCEMENT AND PRACTICAL EFFECTS
OF THE CIVIL-SERVICE ACT AND RULES.

DEPARTMENTAL SERVICE.

THOMAS F. BAYARD, SECRETARY OF STATE.

DEPARTMENT OF STATE,

Washington, July 25, 1887.

SIR: I have your communication of the 19th instant, asking for a "frank and definite answer to each of the following questions":

"(1) Whether you are subject, and if so, to what extent, to solicitation and pressure for office for places within the classified service?"

I cannot say that I have been subjected in a serious degree to solicitation and pressure for such offices. The only pressure has been in regard to female clerkships.

"(2) The character and capacity of those appointed under the new rules?"

The character and capacity of such appointees is decidedly superior to the average which preceded the law.

"(3) How far those appointed have been faithful and diligent in the discharge of their duties?"

I believe they have all been faithful and diligent.

"(4) The effect of the new system upon the moral tone and business efficiency of the department?"

The infusion of such officials has necessarily improved the moral tone and business efficiency of the department.

"(5) What has been the effect of the prohibition, in the act of January 16, 1883, of soliciting or receiving assessments for political purposes in the department and on those serving under you?"

I have no knowledge of any assessments or payments whatever for political purposes by any official in this department since I came here in March, 1885, nor has any partisan action or even discussion occurred here, to my knowledge.

Respectfully, yours,

T. F. BAYARD.

Hon. A. P. EDGERTON,

President Civil-Service Commission.

A. H. GARLAND, ATTORNEY-GENERAL.

DEPARTMENT OF JUSTICE,

Washington, August 2, 1887.

SIR: I make the following replies to the questions asked in your letter of the 18th ultimo, on behalf of the Civil-Service Commission, for information in relation to matters to be presented in its annual report:

"(1) Whether you are subject, and if so, to what extent, to solicitation and pressure for office for places within the classified service?"

I am still subject to solicitation and pressure for office for places within the classified service, but not to the same extent as at the beginning of my term of office.

"(2) The character and capacity of those appointed under the rules."

There is nothing here to show any difference between the character and capacity of those appointed under the rules and those appointed otherwise, or that applications for office come from a class of people different from those who applied before the rules went into effect.

"(3) How far those appointed have been faithful and diligent in the discharge of their duties?"

pointees under the rules of this department have been faithful and diligent discharge of their duties as far as the department desires.

What effect of the new system upon the moral tone and business efficiency of the department?"

Do not see that the "new system" has any effect upon the moral tone and business efficiency of this department. These seem to be matters to be controlled by its proper duty, I take it, is to see that no person is retained upon its rolls, whether appointed under the rules or otherwise, whose conduct has a deleterious effect upon

What has been the effect of the prohibition, in the act of January 16, 1883, of soliciting or receiving assessments for political purposes in the department and on persons serving under you?"

The act of January 16, 1883, went into effect before I became Attorney-General. The effect of the prohibition named, so far as I can ascertain, has been to increase respect and independence of the employes affected by it, and to save them for voluntary disposition, money which they were sometimes, perhaps, ill able to resist as compelled to by the assessment system.

No suggestions to make as to the general purposes of the act.

I am, very respectfully,

A. H. GARLAND,
Attorney-General.

PRESIDENT OF THE CIVIL-SERVICE COMMISSION,
Washington, D. C.

L. Q. C. LAMAR, SECRETARY OF THE INTERIOR.

DEPARTMENT OF THE INTERIOR,
Washington, D. C., August 19, 1887.

SIR: Your letter of the 19th of July is before me. The civil-service rules have been faithfully enforced in the Department of the Interior, and not a single instance of an attempt to violate or evade those rules has come to my knowledge. The service has been relieved from all solicitation and pressure for places within the civil service.

The working of the rules has been excellent, the employes appointed under them have shown themselves faithful and diligent in the discharge of their duties. The system, in its effect upon the moral tone and business efficiency of the department, as well as the character and capacity of those appointed under the rules, has been fully successful.

The custom of soliciting or receiving assessments for political purposes in the Department of the Interior has, so far as my information goes, entirely disappeared. Other matters referred to in your letter shall have attention at an early day. The result will be made known to you.

I am, very respectfully,

L. Q. C. LAMAR,
Secretary.

J. P. EDGERTON,
President of the Civil-Service Commission, Washington, D. C.

WILLIAM F. VILAS, POSTMASTER-GENERAL.

POSTOFFICE DEPARTMENT, OFFICE OF THE POSTMASTER-GENERAL,
Washington, D. C., October 29, 1887.

DEAR SIR: Responding to your request for my opinion upon certain points touching the practical effects of the new system of appointment in the departments, I will state the questions and subjoin my answers:

Are you subject, and if so to what extent, to solicitation and pressure for offices or places within the classified service?"

I am subjected continually to solicitation, but perhaps much of it is preparatory to something "outside the civil-service."

"(2) What is the character and capacity of those appointed under the rules?"

Generally good as to character; the exceptions amount to a very low per cent. But my observation is that the capacity of those certified is generally limited, though with notable exceptions; and that appointment of persons of peculiar desirability for certain work to which clerks of the highest class should be assigned is not so satisfactorily made.

"(3) How far those appointed have been faithful and diligent in the discharge of their duties?"

Upon the average, I do not distinguish those appointed upon examination by the Civil-Service Commission from the others. They have done as well; but, with very few exceptions, all the clerks in this department have been in a praiseworthy degree diligent, faithful, and interested in their service. Some appointed upon the certification of the commission have developed into most excellent clerks; perhaps as good as any in the department.

"(4) The effect of the new system upon the moral tone and business efficiency of the department."

Not having been in the department before the new system went into operation, I am unable to contrast the moral tone and business efficiency of it before or since. I think, however, that the influences which affect those characteristics must come much more potentially from within than from without the department.

"(5) What has been the effect of the prohibition, in the act of June 16, 1883, of soliciting or receiving assessments for political purposes in the department and on those serving under you?"

For the reasons stated in the answer to the last question I cannot contrast the condition before and since so as to answer this. But from my observation and experience within the department I can have little hesitation in the firm conviction that such practices must greatly impair the fidelity, zeal, and usefulness of clerks, and be most obnoxious to the public interest. All my observation here strongly corroborates the convictions which reason must independently establish.

"(6) Any suggestion thought proper to be made for the more effectual accomplishment of the purposes of the act," etc.

The general excellence and usefulness of the commission, and the gratitude I personally feel for the shelter it has furnished, render its imperfections comparatively small. I will mention, in answer to the inquiry, that it has seemed to me its want of pliability is a defect to some extent removable. The examinations of the commission must necessarily partake of the character of machine work, regularity, impartiality, and exactness applied alike to all applicants. This secures a good class of eligibles for the lower grades. But when a clerk is desired for work which requires peculiar qualities of mind, that cannot be differentiated by ordinary formal examinations and rules, but only by that discrimination which is called the judgment of men, the methods of examination do not reach the exigencies of the case. It has seemed to me that, by laborious painstaking preparation of forms of examination adapted to the different classes of work, and by limiting the list of eligibles provided by such methods to the highest class of the service, so as to secure from the public applications those who will not compete to be placed on the general list of eligibles, there might be improvement in this particular.

Very respectfully, yours,

WILLIAM F. VILAS,
Postmaster-General.

The CIVIL-SERVICE COMMISSION.

NORMAN J. COLMAN, COMMISSIONER OF AGRICULTURE.

U. S. DEPARTMENT OF AGRICULTURE, COMMISSIONER'S OFFICE,
Washington, D. C., November 7, 1885.

GENTLEMEN: I have the honor to acknowledge the receipt of your letter of July 22, requesting my opinion of the practical effects of the new system of civil-service

appointments, as applied to this department, which opinion is to be embodied in your forthcoming report.

It will be understood, of course, that my experience as a public officer has been entirely with the operation of the law, and that I am not in a position to make any comparisons between it and other systems.

Under those conditions, therefore, I make the following answers to your inquiries:

(1) I am not "subject to solicitation and pressure for office for places within the classified service" in the sense which your question implies. It is my experience that all those who seek appointments, either because of political motive or personal ambition, have that respect for the law to which you refer which would be expected from any honorable fellow-citizen.

(2) It seems to me that no public officer could reasonably expect greater capacity, considering the grade to which appointed, than is possessed by those clerks who have been selected by me from the certifications of the commission.

(3) Those appointed have not only been "faithful and diligent," but have been found to possess other attributes which go to make up the essential qualities of model employes and conscientious public servants.

(4) The desire for satisfactory service, during the probationary term of these appointees, also instills an ambition and zeal into the work of the new clerk, and this in turn inspires the older clerks in that friendly strife for the highest honors of a clerkship, which is always beneficial to the general efficiency and tone of the public service.

(5) I know nothing of the effect of the "prohibition of soliciting or receiving appointments for political purposes" in the department, as the law was enacted prior to my incumbency of this office.

(6) I am not prepared at this time to make any suggestion for the more effectual accomplishment of the purposes of the act in question.

Very respectfully, your obedient servant,

NORMAN J. COLMAN,
Commissioner of Agriculture.

The CIVIL-SERVICE COMMISSION.

CUSTOMS SERVICE.

BALTIMORE CUSTOMS DISTRICT.

JAMES B. GROOME, COLLECTOR.

CUSTOM-HOUSE, BALTIMORE, MD.,
Collector's Office, November 5, 1887.

GENTLEMEN: Your circular dated the 21st ultimo only reached me a few days ago, in which you inform me that your "commission wishes to present concisely, in its report, the best evidence it can obtain as to the practical effects" of the civil-service system during the eighteen months ending on the 30th of June last, and to aid it in doing so desires from me "a frank and definite answer to each" of five questions set out in said circular.

I will endeavor to reply to the several questions put to me by your commission frankly, definitely, and in the order they are propounded.

ANSWER TO QUESTION FIRST.

I entered upon my office on March 1, 1886. In the latter half of the May following, a civil-service examination for candidates for all the classified positions in the Baltimore custom-house was held here. After the result of that examination was announced, it was found that there were upon the several lists of eligibles for such

positions in this custom-house an aggregate of about 320 names. When it was known who were eligible for appointments, many of those upon the several lists, personally and through their respective friends, urgently solicited and importuned me to appoint them.

Such eligibles seemed to think that the fact that they had passed the required examination, even if their respective gradings were low ones, made it my duty to provide them with positions; and when they found I did not share their view, they, in numerous instances, invoked the aid of political friends, hoping that in that way they could secure the object, of their desire.

Gradually and steadily, however, the solicitation for positions in the classified service by and on behalf of the eligibles has grown less, as it got to be more generally understood that the appointing power could not, in making appointments in the classified service, allow itself to be influenced by such importunities. The only effect that I am aware of being produced upon me by my interviews with eligibles was that, in several instances, those interviews satisfied me that eligibles, high upon one or other of the lists, and who would, but for my seeing and talking with them personally, probably have received appointments, could be passed by, and others lower on the list of four names furnished me given the preference with advantage to the public service.

In May last another examination was held for eligibles for positions in the classified service in this custom-house; and the list of eligibles obtained by that examination contain about 130 names. These eligibles, wiser than those upon the lists which they displaced, have, with few exceptions, refrained from soliciting me personally or through friends for appointments.

ANSWER TO QUESTION SECOND.

The average of the "character and capacity of those appointed" by me under the civil-service rules is as good as, if not better than, the average of the character and capacity of those whom I found occupying like positions in this custom-house, to which they were appointed before the adoption of such rules. In a few instances those appointed under such rules have proved to be very superior employes, while not one of them has been so deficient in character or capacity as to cause me to feel constrained not to recommend him for permanent appointment at the end of his probationary service. Some of them, however, would probably have been then dropped or earlier removed—entirely aside from all political considerations or personal preferences—if I had been unrestricted as to the choice of their successors.

ANSWER TO QUESTION THIRD.

Those whom I have appointed to positions in the classified service have been, with scarcely an exception, faithful, and, as a general rule, they have been diligent, or fairly so, in the discharge of their duties.

ANSWER TO QUESTION FOURTH.

A few removals of persons in the classified service have been made by me because of their partisan activity, while in the customs service, since the civil-service law went into effect; but I have made the great majority of such removals because the service rendered by the persons removed was, in some substantial respect, unsatisfactory to me, and I think the changes so made by me "under the new system" have had a beneficial effect "upon the moral tone and business efficiency" of my office.

FIFTH ANSWER.

"The effect of the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving," in the office under my charge, "assessments or contributions for

political purposes" has been to cause the discontinuance of the practice so prohibited. I have, however, no doubt that some of those serving under me, both democrats and republicans, have made voluntary contributions, when outside of the custom-house, to the managing committees of their respective parties.

In reply to your request that I will make any suggestions I may think proper as to the more effectual accomplishment of the purposes of the civil-service act, I call your attention to the fact that during the last session of the Forty-seventh Congress, when the bill to prohibit political assessments (Sen. 2288) was before the Senate, I offered an amendment to prohibit, under a heavy penalty, any person acting or professing to act for or on behalf of any political committee or organization from sending through the United States mails any letter, circular, or other communication, directed to and soliciting from any officer of the United States, of any grade, any contribution for any political purpose whatsoever. That amendment, under the yeas and nays, received the vote of every democratic senator who was present unpaired, but was defeated by the votes of the republican senators. I thought then, and think now, that there is little use of prohibiting persons from coming personally into the buildings where government officials are employed, to solicit or receive assessments or contributions for political purposes, when they can practically accomplish the same object by communicating with such officers through the United States mails. The enactment into law of some such amendment as that proposed by me will be a material step towards "the more effectual accomplishment of the purposes of the" civil-service act, so far as it relates to soliciting or receiving political assessments or contribution from government officials.

Yours, respectfully,

JAMES B. GROOME,
Collector.

The UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

EDWIN WARFIELD, SURVEYOR.

CUSTOM-HOUSE, BALTIMORE, MD.,
Surveyor's Office, November 5, 1887.

SIR: In reply to your circular of the 21st ultimo, I beg leave to say that I have had but limited experience as to the operation of the civil-service law, there being but one appointment in my department covered by it, and that was made before I became surveyor. The incumbent of that position is a faithful and intelligent clerk. I have not been annoyed by applications for positions, and the prohibition in the matter of assessments has been strictly obeyed. My experience does not warrant any suggestions.

Very respectfully,

EDWIN WARFIELD,
Surveyor.

A. P. EDGERTON,
President of the United States Civil-Service Commission,
Washington, D. C.

I. FREEMAN RASIN, NAVAL OFFICER.

PORT OF BALTIMORE, MD.,
Naval Office, November 5, 1887.

SIR: Referring to your circular of the 31st ultimo, which reached me on the 3d instant, I reply to the questions therein contained, seriatim, as follows:

To question first: I have not been much subject to solicitations of persons for places in the classified service, partly, doubtless, because there are but few subordinate officers in my office.

To second question : The character and capacity of those appointed under the rules are good, and I have no hesitation in stating, in every instance, an improvement upon their predecessors.

To third question : Those appointed have been so faithful and diligent in the discharge of their duties that I have had no cause for complaint.

To fourth question : The effect of the appointments I have made under the civil-service rules, together with the appointment of my deputy, has been, in my judgment, to elevate the moral tone and increase the business efficiency of this office very decidedly.

To fifth question : The effect of the prohibition of the civil-service act of January 16, 1883, has been that no soliciting or receiving in this office of any assessments or contributions for political purposes has occurred to my knowledge.

What effect this prohibition has had upon those serving under me I am unable to state, as I have no experience under a different state of things, said prohibition being in effect during the whole of my incumbency in this office.

I beg, respectfully, to suggest in response to the last paragraph of your said circular:

(1) That a naval officer should not be compelled to select for appointment, when a vacancy occurs, any one upon the eligible list who has been three times rejected by the collector of the same port.

(2) That, in my judgment, the limit of forty-five years of age should be altered or abolished, because it tends to obstruct the appointment of experienced and efficient officers.

(3) I believe it would be better if the nominating officer had the whole eligible list from which to select.

All of which is respectfully and frankly submitted.

Very respectfully,

I. FREEMAN RASIN,
Naval Officer.

Hon. A. P. EDGERTON,
*President United States Civil Service Commission,
Washington, D. C.*

THADDEUS S. SHARRETT, APPRAISER.

PORT OF BALTIMORE, MD.,
Local Appraiser's Office, November 5, 1887.

SIR: Replying to the interrogatories contained in your circular of October 21, 1887, I have the honor to state:

(1) It having been thoroughly advertised prior to my appointment (December 4, 1886) that there was no appointing power vested in the appraiser at the port of Baltimore, I have been comparatively free from solicitations for places under me.

(2) There have been but four appointments made in my department under the "civil-service rules," one of these to replace a clerk, included in this number, who, although a democrat, and otherwise well qualified, having been convicted of drunkenness, was summarily dismissed at the instance of Collector Groome.

(3) With the one exception above noted, the officials under me have been found well qualified to fill their respective positions, and have performed their duties in a faithful and diligent manner.

(4) I am hardly in a position to justify me in making a comparison as between the business efficiency of this office at present and its efficiency under the administration of my predecessor. I think, however, without fear of contradiction I can state, the present conduct of my department meets with the warm indorsement of our whole mercantile community, as well as the collector of the port and other customs officers with whom we have business relations.

The prohibitory act of January 16, 1883, has had the effect of totally abolishing assessments upon, or soliciting contributions from, employés in this department. I can state most positively there have been no such assessments or solicitations during my term of office, nor will I permit such to be made, but shall, to the best of my ability, see that the law as enacted is honestly, rigidly, and impartially enforced. This declaration must, of course, not be construed as implying that voluntary tenders of moneyed assistance, or contributions for political purposes, have not been made; of such facts I can not be cognizant, nor could I curtail such a privilege even were I aware of the fact.

I can offer but one suggestion, which, from its very nature, must have already been under advisement by your board. If examinations as to fitness and capacity for position in the classified service of the government is deemed essential in determining the eligibility of candidates seeking position, the same test of mental and clerical capacity should apply to those whose appointments antedate the passage of the act of January, 1883, to determine if such office-holders were competent to continue to perform the duties of their positions in a manner calculated to best serve the interests of the government, as also their eligibility for promotion to higher grades.

I am, with great respect, yours, very truly, etc.,

THAD. S. SHARRETT,
U. S. Appraiser.

Hon. A. P. EDGERTON,
President United States Civil-Service Commission,
Washington, D. C.

BOSTON CUSTOMS DISTRICT.

LEVERETT SALTONSTALL, COLLECTOR.

CUSTOM-HOUSE, BOSTON, MASS.,
Collector's Office, November 7, 1887.

SIR: In reply to the inquiries contained in your circular of October 21, 1887, as to the practical results of the civil-service law, I would say that I have a very large number of applications for places in the classified service, and there is constantly a large waiting list for examination.

The clerks whom I have appointed from the list have proved, as a rule, very efficient and intelligent, and of excellent character.

The effect of prohibiting the solicitation of contributions for political purposes has been most beneficial, elevating the moral tone and increasing the business efficiency of the office.

I would respectfully suggest, for the consideration of the commission, that in my opinion it would prove advantageous to the service if assistant storekeepers, after one year's proof of efficiency, could be promoted to the office of storekeepers, at the discretion of the collector, without examination, or after passing an examination which should be satisfactory to the collector. The duties of a storekeeper could be better performed by a man of a year's experience as an assistant than by an absolutely inexperienced man from the civil-service list.

I think it would be well also if I should have as many as six names presented me by the board of examiners from which to choose one, as in some instances a better and more efficient man could be appointed. There is a notable case at present, where of the four names presented me I can not conscientiously select one to fill the vacancy.

Very respectfully, yours,

L. SALTONSTALL,
Collector.

A. P. EDGERTON, Esq.,
President U. S. Civil-Service Commission, Washington, D. C.

JEREMIAH W. CORENEY, SURVEYOR.

CUSTOM-HOUSE, BOSTON, MASS.,
Surveyor's Office, November 5, 1887.

SIR: In reply to your circular of the 21st ultimo, received the 3d instant, I have the honor to make reply to each of the questions contained therein.

(1) The inquiries for an opportunity to be placed upon the list for examination in the classified service are comparatively few, but the solicitations of the applicant and his friends for selection for appointment after eligibility is determined are frequent and persistent.

(2) The character, and particularly the ability, of the appointees under the present system in a great percentage of the several officers, notably in the assistant weighers, where men of ability and judgment are needed and appreciated, is very noticeable and deserves commendation.

(3) Appointees have attended to their duties diligently and faithfully.

(4) The effect of the system, as illustrated by the appointments already made, has added to the efficiency of the business of this office, and been of great benefit to the administration of the customs service at this port.

(5) No solicitation for assessments or contributions for political purposes has been allowed or attempted in this office since my appointment as surveyor.

The effect of the act of 1883 has been beneficial.

Respectfully,

J. W. CORENEY,
Surveyor.

A. P. EDGERTON,
President U. S. Civil-Service Commission.

HENRY O. KENT, NAVAL OFFICER.

PORT OF BOSTON, MASS.,
Naval Office, November 5, 1887.

GENTLEMEN: I have the honor to acknowledge the receipt, on the 3d instant, of the circular letter of your board dated October 21, propounding five inquiries to officers of customs and others relative to the operation of the civil-service laws.

I reply as follows:

(1) Solicitations for places in the classified service are occasional rather than frequent. When applicants are placed on the lists of eligibles some anxiety is naturally manifested by them to secure appointments, but not to any annoying extent.

(2) The character and capacity of those appointed under the rules have beyond doubt been good.

(3) Those appointed have been faithful and diligent in the discharge of their duties.

(4) As we have had none but good men appointed under the rules, the effect of their appointment has been in each instance to improve the service. The effect of the system upon the other employes has been good, and under it the moral tone and business efficiency of the office has improved.

(5) No political assessments or contributions have been levied or collected in this office.

Very respectfully, your obedient servant,

HENRY O. KENT,
Naval Officer.

The UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

BURLINGTON CUSTOMS DISTRICT.

BRADLEY B. SMALLEY, COLLECTOR.

CUSTOM-HOUSE, BURLINGTON, VT.,
Collector's Office, October 31, 1887.

SIR: Your circular letter of October 31 is at hand.

No appointments have been made under civil-service rules in this district during the time specified in the letter referred to.

Very respectfully,

B. B. SMALLEY,
*Collector.*CIVIL-SERVICE COMMISSION,
Washington, D. C.

CHICAGO CUSTOMS DISTRICT.

ANTHONY F. SEEBERGER, COLLECTOR.

CUSTOM-HOUSE, CHICAGO, ILL.,
Collector's Office, November 2, 1887.

SIR: I have the honor, in reponse to your circular dated October 21, 1887, calling for my opinion concerning the practical working of the civil-service law and the effect of the new system in the public service, to reply as follows to the questions submitted:

In answer to question 1, I will say:

1) The number of persons who have applied to me for places in the classified service has been very large in proportion to the number of places in this office.

In answer to question 2:

2) The character and capacity of those appointed under the rules have been of the highest standard. Such, however, would not have been the case had I been obliged to make every appointment to take the applicant with the highest average of the four certificates submitted to me for selection. It has been proven to my satisfaction in the personal experience I have had in the practical operation of the civil-service rules that the law is very wisely drawn in that particular, for it is not a fact that the applicants passing the examination with the highest averages necessarily make the best clerks, but in several cases in my own experience just the contrary has proven to be the case.

In answer to question 3:

3) All of the appointees under the civil-service rules have been most faithful and diligent in the discharge of their duties.

In answer to question 4:

4) There is no doubt about the law having been very beneficial in raising the standard of service in the public offices, and I can say without hesitation that the service now rendered in this office is far superior and more accurate than during the first six months of my administration, when the large majority of the employes were non-examinated men. There is no doubt of the moral tone and business efficiency of the office having been very much improved under the operation of the civil-service rules.

In answer to question 5:

5) The effect of prohibiting soliciting or raising assessments for political purposes has been most excellent. As a direct result, the employes now filling their places are more dependent upon good service and accurate work than the amount of contributions made to the political party in power.

Speaking generally, it is my opinion that the law is a good one, and is most efficient in accomplishing the purposes intended by its framers.

I am, sir, very respectfully,

ANTHONY F. SEEBERGER,
Collector.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

DETROIT CUSTOMS DISTRICT.

DANIEL J. CAMPAN, COLLECTOR.

CUSTOM-HOUSE, DETROIT, MICH.,
Collector's Office, November 2, 1887.

SIR: Respectfully referring to circular letter from your commission, dated the 21st October, requesting an expression of my views of and my experience under the civil-service law, I have to state that the very great majority of the positions in my office do not, as I understand the law, come within its provisions, and I have therefore made no appointments under it. This, together with the further fact that my experience as collector is but short, precludes me from discussing intelligently the effect of the system upon the administration of the business of this office as compared with that administration prior to the passage of the civil-service law, either as regards the efficiency of the customs force or in any other respect.

No assessments or contributions for political purposes have been or will be permitted to be solicited in this office.

Very respectfully,

DANIEL J. CAMPAN,
Collector.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

NEW ORLEANS CUSTOMS DISTRICT.

BENJAMIN F. JONAS, COLLECTOR.

CUSTOM-HOUSE, NEW ORLEANS, LA.,
Collector's Office, November 17, 1887.

DEAR SIR: On my return to the city, from which I have been absent on leave, I find your circular of the 21st ultimo, asking for information concerning the practical effects of the new system in the public service during the period from January 1, 1886, to July 1, 1887.

In reply I have the honor to state—

“(1) Whether you are subject, and if so to what extent, to the solicitations of persons for places in the classified service.”

During the early part of this administration, before the requirements of the civil-service law were generally understood, the applications for places in the classified service were numerous. Only a few applications for positions of this character are now received from persons who have not undergone the prescribed examination.

“(2) The character and capacity of those appointed under the rules.”

The character and capacity of those appointed under the rules are up to the standard of the requirements of the service.

“(3) How far those appointed have been faithful and diligent in the discharge of their duties.”

All of the appointees have been faithful and diligent.

“(4) The effect of the new system upon the moral tone and business efficiency of your office.”

I can not say that the moral tone and business efficiency of this office are better under the new system than they would have been had the employment of officers and employes remained unrestricted with the collector, as the character and qualifications of employes, even in the unclassified service, are inquired into before appointment. His scrutiny would have been exercised to the same or greater extent had the selection of the higher grade of officers remained without restriction.

"(5) What has been the effect of the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving in your office assessments or contributions for political purposes. What effect has this prohibition had upon those serving under you?"

The law had been in operation two years before the present collector was appointed, and I am not personally aware that any assessments or collections were permitted at all. No assessments, political or otherwise have been permitted since July, 1885, the date of appointment of the present officials.

Respectfully, yours,

B. F. JONAS,
Collector.

Hon. A. P. EDGERTON,
President Civil-Service Commission,
Washington, D. C.

HENRY P. KERNOCHAN, NAVAL OFFICER, INDORSED BY GUSTAVE LEGARDEUR, JR.,
DEPUTY-NAVAL OFFICE.

PORT OF NEW ORLEANS, LA.,
Naval Office, November 4, 1887.

SIR: Your circular of October 21, ultimo, was only received by mail this day.

Answer to first question: I have a dozen applications at least for each place under my control.

Answer to second question: I have watched carefully, and when I had a vacancy have waited, until I could get the man I wanted and considered fit for the place; therefore, up to now, all my selections have proven satisfactory.

Answer to third question: All my clerks appointed by me have been faithful and diligent always.

Answer to fourth question: I can not answer this, as civil service has been the law ever since I was appointed, and I can not say how everything worked in this office before then.

Answer to fifth question: I can not say, for the same reason given in my answer to our fourth question.

I would respectfully suggest that a change should be made in the classified and unclassified service, customs department, extending the age limitation from 45 to 55 years.

I would also respectfully suggest that the examination be one that a business man can more easily pass. Under the present examination, in my opinion, a young man fresh from school stands by far a better chance of passing with higher marks than any a good business man of middle age could, when really the good business man would make by far the more efficient clerk.

Respectfully, yours,

HENRY P. KERNOCHAN,
Naval Officer.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

I have read the above communication carefully, and I concur therein.

G. LEGARDEUR, JR.,
Deputy Naval Officer.

P. L. BOUNY, APPRAISER.

PORT OF NEW ORLEANS, LA.,
Appraiser's Office, November 18, 1887.

SIR: I have the honor to acknowledge the receipt of your circular of October 21, and would reply to your questions as follows:

(1) No solicitations for places in the classified service are made to me, as the appointing power lies with the collector.

(2) The character and capacity of all appointed to my department are unexceptionable.

(3) All appointed in my department have been faithful and diligent in the discharge of their duties.

(4) The effect of the new system has raised the moral tone and promoted the business efficiency of my office.

(5) There has been no state or presidential campaign since my appointment, and I can not, of course, speak as to the effect of the prohibition of the civil-service act of January 16, 1883.

Respectfully,

P. L. BOUNY,
Appraiser.

Hon. C. W. EDGERTON,
President of Civil-Service Commission, Washington, D. C.

NEW YORK CUSTOMS DISTRICT.

DANIEL MAGONE, COLLECTOR.

CUSTOM-HOUSE, NEW YORK CITY,
Collector's Office, November 2, 1887.

GENTLEMEN: In answer to your printed circular letter of 21st October, I respectfully submit the following:

(1) I am subject to constant solicitations for nominations to appointments in the classified service. Such solicitations are generally made by persons who have not informed themselves as to the provisions of the civil-service act and the regulations under it. They are not only from the persons who desire to secure the places, but from others on their behalf.

(2) The character of those appointed under the rules is good and their capacity is of fair average.

(3) About 90 per cent. of those appointed have been faithful and diligent in the discharge of their duties.

(4) The effect of the new system upon the moral tone and business efficiency of this office has been good.

(5) The effect of the prohibition against soliciting or receiving political assessments or contributions has been good. Its effect upon the officers in the service here has been good.

In reply to the invitation for suggestions, I submit for your consideration the advisability of making it a rule that all written requests for the appointment or promotion of officers in the service be required to be placed on file in the office of the nominating officer, subject to public inspection.

Yours, respectfully,

D. MAGONE,
Collector.

UNITED STATES CIVIL-SERVICE COMMISSION,
 Washington, D. C.

HANS S. BEATTIE, SURVEYOR.

CUSTOM-HOUSE, NEW YORK,
Surveyor's Office, November 15, 1887.

IR: Referring to the circular letter of the honorable commission of which you are president, issued under date of October 21, a copy of which was recently forwarded to me, and keeping in view the commission's request that it "will thank you [e] for a frank and definite answer to each of the questions" which it submits, I respectfully state that, in

answer to interrogatory first: From the 1st of July, 1886, until the 1st of November, 1887, 66 *written* applications for places in the classified service have been made to

From July 6, 1885, when I assumed the duties of the office of the surveyor, until the 1st of July, 1886, 87 such applications were made to me. There appears to have been a gradual decrease, arising, as I think, from the greater publicity given to the acts of the examining board, and the assignment of one or more of its members to the duty of furnishing information to inquiries as to the conditions of entrance to the classified service, in the number of applications made. For instance, during the three weeks ending July 31, 1885, there were 23 applications made, as against 15 made during the five months ending October 31 last.

It is impossible for me to estimate the number of verbal applications which have been made to me for place in the classified service. During, and for many months before, July, 1885, they averaged daily as many as the written applications reached a month. These have also decreased in about the same proportion as have the written applications, and, in my judgment, for precisely the same reasons as are given for the decrease in the number of the latter.

Answer of interrogatory second. Of 220 persons who by law serve under the surveyor, and whose offices are included in the classified service, appointed since July 1885, 8 have been removed for one or other of the following causes: Neglect of duty; absence, without leave, from duty; conduct unbecoming an officer; receiving gratuities; attempt at obtaining money under false representations.

The character and capacity of the 220 (except those 8) for the work which they have been respectively called upon to perform have been fairly satisfactory. The sentence, however, in a very large number of these, especially in the force of inspectors of customs and assistant weighers, of those qualifications for their work which is aptly described by the term "shiftiness," the ability to exercise a forehandedness for, and to adroitly adapt themselves to, the emergent conditions under which, at the wharves of this port, their work has to be done, has disclosed a serious defect in the present method of selecting such officers. The defect would seem to grow out of the failure of the commission to give a value, in the rating of those placed on the eligible list, to their respective business qualifications. The duties, for instance, of a shipping clerk are, in their most important particulars, similar to those of an inspector of customs. Other things being equal as between A and B, certified for appointment as inspectors of customs, A, with several years' experience as a shipping clerk, would, from the very day of his appointment, be of much more value to the service than B would be without such experience.

Answer to interrogatory third: See that part of answer to interrogatory second which gives the number of removals and causes therefore in that portion of the force to which it is intended that these answers be applied.

Answer to interrogatory fourth: As the system of improving and maintaining the moral tone and business efficiency of this department is, and since July, 1885, has been, that which obtains in the conduct of the business of private mercantile corporations and firms, and applies to that portion of the force which does not, as well as that which does, come under the provisions of the United States statutes and civil-service regulations specially applicable to the classified service, I am unable to more definitely answer this question than I do, when I state it as my conviction that if the "new

system" contemplates, as of course it does, that the treatment by heads of departments of employes of the government shall be honestly founded upon and exactly in proportion to their intrinsic value to the service, rather than their specific value to any particular person in or out of service, the effect of its proper administration must be good.

Answer to interrogatory fifth: The effect of the prohibition of the act cited in the question, as far as I have had opportunity to observe it, has been to compel a larger portion of the people than would have made the concession before the enactment of said act to concede that the obligation of a citizen *in office* to contribute money or any other thing of value toward defraying the expenses incident to the maintenance and development of the organizations through which his political convictions are promulgated is that and no more nor any less than that of a citizen of like character and material resources *out of office*. The effect of the prohibition upon those serving under the surveyor, as far as he has observed it or it has come to his knowledge, has been to make the worthier and manlier of them feel that they have a right to dispose of the earnings derived from their official labor in any or in all of the ways in which upright and self-respecting men in unofficial life dispose of the fruits of their labor.

As may be inferred from my answer to interrogation second, I would suggest the propriety of crediting a person who is examined for a place, the duties of which are of a subexecutive nature, with as many "points" as would equal the value to the service of whatever business experience (of the kind required in the office to be filled) he had acquired at the time of his examination. The experience, for instance, if represented by x , multiplied by its duration, would equal the value.

It is not to be inferred, from the above suggestion, that I assume that it is possible, by the use of any mathematical formula, to get at the exact value of any officer for the discharge of executive duties. The failure of the commission, for instance, to give A, who, in addition to answering equally well as B the tests now applied for ascertaining fitness for eligibility to an office the duties of which are not exclusively routine in their nature, has business qualifications for it which B has not, a higher standing on the eligible list than is given to B, results in a loss to the service of much valuable working power, and, in respect to the "making-up" of the force of a department, leaves open only two courses of procedure, either of which is embarrassing to its head. He must either get along as best he can with a force inferior to that which is available to the principal executive officers of private corporations, or he must, in order to obtain the most efficient on a given eligible list, make removals almost as frequently as he makes appointments. Clearly, the most direct method of relieving the service of this embarrassment would be to certify the entire list of eligibles for appointment to offices the duties of which are subexecutive in their nature to the nominating officer or head of department.

Yours, respectfully,

H. S. BEATTIE,
Surveyor.

A. P. EDGERTON, Esq.,
President United States Civil-Service Commission.

SILAS W. BURT, NAVAL OFFICER.

PORT OF NEW YORK,
Naval Office, November 5, 1887.

SIRS: Your circular of inquiry concerning the practical effects of the civil-service rules in this office, dated October 21, did not reach me until the 3d instant.

I have the honor to answer your several queries in their order, as follows:

(1) I have not been subject to the solicitations of persons for positions in the classified service.

(2) The character and capacity of those appointed under the rules have been excellent. There are in this office 87 subordinate positions above the rank of messenger.

f these 7 are deputies and heads of divisions, leaving 80 positions classed as clerks, and of these 60 are filled by persons selected by open competition. Six of this number were appointed under the "Grant rules," in operation from October, 1872, to March, 1875; 27 under the "Hayes rules," in operation from March 6, 1879, to July 16, 1883; and 27 under the present rules, since the last date. The fact that so large a proportion of the whole clerical force of this office as 75 per cent. was appointed under civil-service rules, and that some of these appointees have been in service for fifteen years, affords a fair opportunity to judge of the success of the "merit system" in obtaining good service. So far as competitive tests are to be considered measures of capacity, the results in this office have been eminently successful. Adding to the 60 persons selected by such tests, and now in the service, 27 others so selected, but not now in the service, there is a total of 87 so selected, and of that number only 3 have been dropped at the end of the probationary period as not having rendered satisfactory service. Less than 4 per cent. of failures may be fairly considered as vindicating this method of selection. At the beginning grave doubts were entertained in some quarters as to the security for character afforded by the new system. It was held that patrons and partisan bodies might be held to some responsibility for the persons appointed upon their recommendation, and that the new method afforded no such guaranty; but experience had always shown that in most cases no dependence could be placed upon these personal or partisan guaranties, and that the pressure and opportunity to keep a bad man in place were often quite as strong as that exerted to get him in. Since the original rules of 1872 went into operation there have been removed from this office, for cause affecting character or habits, 14 men who were appointed without examination, and only 2 who came in under the rules. I will conclude my answer to your second question by saying that I do not believe that in any other public or private concern there is a body of employes that surpasses in capacity or character the 60 men now in this office selected by open competition.

The answer to your third query has been largely anticipated by my answer to the second. The men appointed under the rules have exhibited great zeal in learning their duties and as great industry in discharging them. As retention as well as appointment depends upon efficiency and fidelity, it is their interest to merit approval by good service. I think, too, that the men selected by this method are more conscientious in their work, taking more care to be accurate and prompt. It is one of the great advantages of the new system that it strengthens the self-respect of the individual, since his position is not the result of extraneous influences, but of his own fairly-ascertained merits.

To your fourth query I would answer, that the moral tone and business efficiency of my office have been greatly raised by the new methods of appointment. I believe this result will be acknowledged by every fair person who has done business with this office under both systems. What I have said above regarding the increased self-respect of the individual employe is further demonstrated by the greater *esprit de corps* of the aggregate force. And this spirit does not tend to bureaucratic dangers, as does that association in the public service dependent upon fellow-partisanship.

To your fifth query I would answer, that since I resumed charge of this office, on July 1, 1885, there has neither been any solicitation nor receiving of assessments or contributions for political purposes in this office to my knowledge.

In conclusion, I would respectfully suggest that the present rules for promotion in the customs service at this port should be greatly modified. In the examinations at least 75 per centum of weight should be given to the record of each competitor for attendance, industry, efficiency, and conduct, and not more than 25 per cent. to the result of the written examination. In the collector's office, where the number of men employed is large and the work necessarily divided into many specialties, it is difficult to frame a written examination on customs subjects that would be fair to all. Obviously the merely educational examination applicable in the tests for admission should not be repeated in promotions, since the latter should depend upon the zeal,

efficiency and fidelity, exhibited in the constant competition of actual official work. There should be a written examination to test intelligent aptitude, but it should be the minor factor in the competition. This method presupposes a fair and systematic plan for recording the qualities of every person in the service in the line of promotion under the rules.

I have the honor to be, your obedient servant,

SILAS W. BURT,
Naval Officer, et

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

LEWIS M'MULLEN, APPRAISER.

PORT OF NEW YORK,
Appraiser's Office, November 4, 1887

SIR: I avail myself of the opportunity afforded by the request contained in your circular letter of the 21st ultimo to testify to the beneficial and practical results of the new system, as observed during the past two years in the classified service of this office. Solicitations for places, when made, have been of an inoffensive character, evincing, on the part of those who have passed the examinations, a natural anxiety and desire of obtaining position, or an interest in their success on that of their friends. The laws governing appointments have become too well known and appreciated and have been too strictly enforced to warrant any hope of evading the rules laid down or mere claim for appointment. The character and capacity of those appointed under the rules, as shown by their diligence and faithfulness in the discharge of their duties and in their creditable efforts for advancement, have proved, with very few exceptions, to be of an order above the average; while the general effect of the new system upon the moral and business efficiency of the office has been most satisfactory. It is a noteworthy fact that every employé appointed by me during the period referred to has served or is now serving, with credit his probationary term.

The result of the prohibition, by civil-service act of January 16, 1883, of the soliciting or receiving in government offices of assessments or contributions for political purposes has accomplished much towards elevating the moral tone of employées, purifying and protecting their work and, thereby enhancing the value of their service to the government. I can not offer any suggestion tending to the more effectual accomplishment of the purposes of this act.

Respectfully,

LEWIS MCMULLEN,
Appraiser

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

PHILADELPHIA CUSTOMS DISTRICT.

JOHN CADWALADER, COLLECTOR.

CUSTOM-HOUSE, PHILADELPHIA, PA.,
Collector's Office, November 14, 1887

GENTLEMEN: Your printed communication dated 21st October, 1887, was received at this office on November 3. I reply in the order as requested to the points to which you direct my attention:

"(1) Whether you are subject, and if so, to what extent, to the solicitations of persons for places in the classified service."

The solicitations of persons who have passed examinations for places are constant and annoying. An impression exists that the certification of eligibility entitles

applicant to an appointment, and that the selection then rests with the head of the department. This annoyance has increased since the order was issued depriving the heads of departments of the opportunity of examining the entire list of eligibles. When the relative position on the list was known to the nominating officer, an applicant not likely to be reached could at once be relieved from doubt and the officer from further importunity.

“(2) The character and capacity of those appointed under the rules.”

So far as the character of the appointees is concerned, no sound judgment can be formed. Under the present system any person, even criminals, may be certified as eligible. This opens the door to the large class of unfortunate persons who seek Government positions because, through lack of honesty or correct habits, they are shut out from private employment, which involves closer inquiry into their past history and character. The indorsement of four persons, who in but few instances are known even by name to the heads of departments, being alone required under the rule, is too easily secured. The danger of thus nominating unsuitable persons is greatly increased by the limited opportunity for investigation now afforded to the head of a department. He first hears of the appointment when a vacancy is to be filled, and then a selection should be made at once.

Having given close personal consideration to these appointments, I have endeavored to induce a proper class of persons to present themselves for examination, and so far as I am able to judge fair capacity in the appointees has been secured. The great majority of my appointments, however, were made when the whole list was before me. Mr. Dorman B. Eaton was very urgent that the list should be under my constant supervision. I submitted it to a competent detective, who gave me information as to those indicted or charged with offenses, of whom there were a number, and I thus avoided their selection. Among the three or four appointees nominated by my predecessor from the civil-service list, that were in office when I assumed my duties, two proved to be of this class.

“(3) How far those appointed have been faithful and diligent in the discharge of their duties.”

This question is substantially already answered. Strict discipline is maintained, and a failure to perform faithful work, if continued, subjects the incumbent to a recommendation to the Secretary of the Treasury for removal.

“(4) The effect of the new system upon the moral tone and business efficiency of our office.”

The system can hardly be said to affect either the moral tone or business efficiency of the office. I have secured very competent chief officials, who observe a very careful supervision and control, and who require a high moral tone and business efficiency of all subordinates. The loose habits and customs which formerly prevailed have ceased.

“(5) What has been the effect of the prohibition of the civil-service act of January 6, 1883, of soliciting or receiving in your office assessments or contributions for political purposes. What effect has this prohibition had upon those serving under you?”

Any disregard of this act of Congress by an employé would, of course, meet with the same consequences as other gross breaches of discipline. The law has been strictly complied with, so far as I am informed.

I will suggest, in conclusion, that the chief officers of customs be asked to meet and recommend the necessary changes in the rules and regulations relating to their branch of the service, and a similar course should be taken with postmasters, etc. Recommendations from any one officer would have but little weight, and the framing of rules and regulations by persons who do not act under them, as has heretofore been the case, is unwise. I urge strongly that the entire list be again submitted to the nominating officer. The preference, except in cases of equal standing, should not be given to those formerly in the military or naval service. The age qualifications should be

stricken out. At present very young men usually secure the highest grades, being fresher from their schools. For the important and responsible positions of the customs service this is a serious evil. A popular error exists as to the desire of persons to enter the government service. It is, on the contrary, extremely difficult to induce competent men to take positions, while the lists are full of the helpless and untrained class.

In my judgment too little attention has been given in framing the rules and regulations to the principal object of the system, namely, to secure better material for the service. Every effort has been made to put an end to "patronage," with its evils. So far as this can be done, without crippling the responsible head of a department, it should be encouraged. But at present I must state frankly that no prudent man of business would, for a moment, consent to select his employes in the manner required for the government employment.

The pressure of other matters and the shortness of time prevents a more extended expression of opinion.

Very respectfully, yours,

JOHN CADWALADER,
Collector.

The UNITED STATES CIVIL-SERVICE COMMISSION.

J. B. BAKER, APPRAISER.

PORT OF PHILADELPHIA, PA.,
Appraiser's Office, November 7, 1887.

SIR: In reply to your communication of the 21st ultimo I beg to say in regard to your inquiries, as follows:

- (1) I have been subject to very little solicitation for places in the classified service.
- (2) The character and capacity of those persons who have been appointed under the rules have uniformly been good.
- (3) The persons appointed have been faithful and diligent in the discharge of their duties.
- (4) The effect of the new system upon the moral tone and business efficiency in this office has been beneficial.

(5) Of the effect of the prohibition of the civil-service act of 16th January, 1883, of soliciting or receiving in this office assessments or contributions for political purposes I am not so competent to speak. My appointment dates from 6th August, 1885, and of what transpired here before that time I have no personal knowledge.

It is undoubtedly a wise measure to protect persons holding places under the government from compulsory assessments.

I may be permitted to add that, in my judgment, the examination for sugar samplers at this port is entirely too severe. It is nearly as much so as the examination of inspectors, gaugers, and examiners. Sugar samplers are only skilled laborers, and ordinary intelligence, industry, and capacity are all that are required. The system adopted gives an advantage to those who are capable of answering questions in arithmetic, etc., and without experience in the practical work of the office, over those who are trained and experienced in such labor. Merely scholastic attainments are entirely unnecessary, as much so as for laborers on the floor, beyond mere ability to read and write. I do not think it right, especially in view of the law on the subject, to compel them to undergo such ordeal. The law provides that no "person merely employed as a laborer or workman" shall "be required to be classified thereunder." (Act of 16th January, 1873, section 7, third annual report of the commission, page 77.) They are simply laborers, who must be possessed of the qualities above mentioned.

I am, sir, very respectfully,

J. B. BAKER,
Appraiser.

A. P. EDGERTON, esq.,
President U. S. Civil-Service Commission.

PORTLAND CUSTOMS DISTRICT.

SAMUEL J. ANDERSON, COLLECTOR.

CUSTOM-HOUSE, PORTLAND, ME.,

Collector's Office, November 5, 1887.

am in receipt of your communication (printed) of the 21st ultimo, in which you request me, as the head of the classified customs service at this port, to express my opinion of the practical effects of the civil-service system as applied to the service. The decisive points upon which you desire information being set forth in the five questions embraced in your communication.

I respectfully make answer as follows:

Whether you are subject, and if so, to what extent, to the solicitations of persons for places in the classified service?"

I am subjected to solicitations for places in the service, such as I suppose prior to the passage of the civil-service act of January 16, 1883.

Of the candidates who have successfully passed an examination, and whose names have been entered upon the "eligible" list, immediately assume that having been so qualified for a position in the customs service an appointment should be made at once, without regard to vacancies existing, or the needs of the service. The conduct of such candidates, family and political, entertaining such views, joins with their persistent solicitation for appointment. This is quite as embarrassing and annoying to the appointing officer as was the importunity under the old system.

the character and capacity of those appointed under the rules."

While I have no reason to doubt that the character and capacity of those appointed under the rules average fairly well, yet I am of the opinion that an appointing officer, having a wider range from which to make his selections, could secure persons better fitted for special work in the service.

How far those appointed have been faithful and diligent in the discharge of their duties."

There have been no complaints from the public, or the heads of departments, which the appointees in this office are employed, of failure in either of these respects.

I believe such officers have been faithful and diligent.

the effect of the new system upon the moral tone and business efficiency of the service."

I have no reason to believe that the "moral tone" of the officers in the service at this port was subject to criticism before the introduction of the new system. The moral force in this office has been changed so slightly that I fail to discover any material alteration in this regard in that division.

In reference to appointments made to the outside service, I believe there has been no improvement in its business efficiency.

What has been the effect of the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving in your office assessments or contributions for political purposes? What effect has this prohibition had upon those serving under the act?

As my term of service not beginning until the 1st of November, 1885, I have no knowledge of what took place in reference to assessments or contributions for political purposes prior to that date. Neither assessments nor contributions for political purposes are now permitted in this office.

As to the effect that this prohibition has had upon those serving under me, I can only say that there are no assessments upon the office made for political purposes, and if contributions are made they are purely voluntary.

Any suggestions you may think proper to make as to the more effectual accomplishment of the purposes of the act will be carefully considered by the commission."

In the line of suggestion I have respectfully to say that under the law an officer upon whom devolves the duty of making appointments is not permitted or supposed to know the names of those on the "eligible" list until he is furnished with them by the examining board when needed for the making of appointments. Appointments are not supposed to be made until the necessity for them arises; therefore usually no sufficient time can be afforded the appointing officer in which to make inquiry relative to "character" of those under consideration.

I suggest that this difficulty may be largely obviated either by returning to the old practice, which permitted the appointing officer to know who was on the list, or requiring the examining board to examine the persons who vouch for the truthfulness of the statements of the applicants as to their personal knowledge in reference to their character.

Very respectfully,

SAM. J. ANDERSON,
Collector.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission,
Washington, D. C.

PORT HURON CUSTOMS DISTRICT.

CHARLES A. WARD, COLLECTOR.

CUSTOM-HOUSE, PORT HURON, MICH.,
Collector's Office, January 5, 1888.

SIR: I have the honor to acknowledge the receipt of your letter of the 3d instant, calling attention to my failure to respond to your circular letter of October 21 last, and requesting a reply thereto.

And to report, that but one officer in this collection district, namely, the store keeper of this port, falls within the classified service, all other employes being included in the list of exemptions in Rule XIX of amended civil-service rules.

This officer was appointed February 15, 1886, and before my appointment as collector.

The foregoing information will, in effect, answer the first four questions propounded in your circular letter.

In reply to the fifth inquiry therein, I have to state that the prohibition of the act of January 16, 1883, is strictly observed, and no soliciting or receiving of contributions for political purposes is permitted in this office. Its effect is salutary and is to be commended.

The remarks on page 15 of the report of your commission of January 16, 1885, "the head of a small office has ample time to learn the character and capacity of all those seeking appointments, and he need not be ignorant of the conduct of his subordinates," applies forcibly to the district in my charge.

The belief that the information herein given would not be of value to you in preparing your annual report is my only excuse for not replying to your circular letter when first received.

Very respectfully,

CHAS. A. WARD,
Collector.

CIVIL-SERVICE COMMISSION,
Washington, D. C.

SAN FRANCISCO CUSTOMS DISTRICT.

JOHN S. HAGER, COLLECTOR.

CUSTOM-HOUSE, SAN FRANCISCO, CAL.,

Collector's Office, November 22, 1887.

R: I respectfully acknowledge the receipt of the circular of October 21, 1887, relating a report on the workings of the civil-service law at this port.

reply I beg to submit the following:

(1) Whether you are subject, and if so, to what extent, to the solicitations of persons for places in the classified service."

to some extent I am subject to application for places in the classified service, principally from those who are uninformed as to the law.

I am also subjected to some pressure from applicants and the friends of those who have passed an examination and been placed on the list of "eligibles." Many seem to be under the impression that if candidates have successfully passed an examination the collector has option to make his recommendations irrespective of the fact as to whether or not they have been certified by the local board of examiners. I have a difficulty in causing people to understand that the whole list of eligibles is not sent to the collector at once, they claiming that such is the practice at New York.

(2) The character and capacity of those appointed under the rules."

The character of those certified to me is not always of the best; but their capacity is generally good.

(3) How far those appointed have been faithful and diligent in the discharge of their duties."

Generally they have been faithful and diligent; there have been some exceptions, however, in which case they have been dismissed from the service for cause.

(4) The effect of the new system upon the moral tone and efficiency of your service."

I have had no opportunity to draw comparison between the moral tone of the service under the new system, and that under the old, inasmuch as the new system was in vogue when I assumed the duties of the office.

(5) What has been the effect of the prohibition of the civil-service of January 1883, of soliciting or receiving in your office assessments or contributions for political purposes, etc."

It has had the effect to prevent such things by relieving the employes from pressure of politicians, and preventing all solicitations for such contributions and assessments.

Generally speaking, my views in regard to the civil-service law were expressed in a letter to the local board of examiners at this port, under date of January 28, 1887, which, as understood, was to be forwarded to the commission. I can repeat in substance what I then said. Under the method of examination now in force, the questions have a tendency to elicit technical, scholastic, and theoretical rather than practical answers and information, and the result is that I am furnished on requisition with eligibles of the highest percentage with the examination papers of a set of young men, some of them yet in school, or just graduated therefrom, and of school-teachers, more of them poor ones at that, who are better qualified to give answers to the many technical and catch questions propounded in the examination papers than older and more experienced business men.

These young men and teachers in many instances have had no previous business education or training, and upon trial have proven to be inexperienced or unfit for the practical duties of the positions to which they have been appointed.

If rules could be adopted by which a more practical examination should be obtained, thereby an appointing officer will have the opportunity of selecting men of sufficient experience and practical business knowledge, as may be calculated to fit them for

the offices for which they may be called upon to fill, it would be an advantage to the service.

The main object of the Civil-Service Commission, as I understand it, is to improve and benefit the service, but in my opinion its methods might be improved so as to obtain a better class of eligibles than those procured as the law is now executed.

A young man first entering upon active life might be able to perform duties as assistant weigher or clerk, but not those of a night inspector, storekeeper, examiner, etc., and yet by reason of his scholastic attainments he might in his examination outrank the older, more serviceable, and experienced competitor.

For instance, a night inspector is nothing more than a watchman to guard vessels and goods.

He should be a man of physical force and worldly experience, such as is not generally possessed by young men just entering upon active life.

The maximum age limit under the present rules is forty-five years for all, but I am satisfied better inspectors, assistant storekeepers, samplers, examiners, and the higher class of clerks can be obtained from persons between thirty-five and fifty-five years of age than from those between the ages of eighteen and thirty-years.

Another defect in the present mode of conducting examinations to which reference may be made is the fact that in ascertaining the percentage of candidates too little consideration is given to essential qualifications; these are sometimes made subordinate to less important qualifications.

Then a candidate for a clerkship may have the highest percentage in such qualities as officially fit him for the performance of the duties of the office, and yet the young men fresh from the schools, and the school teachers, in the unessentials, such as geography, spelling, uncommon and difficult words, and solving arithmetical problems, and in the general averages may outrank him.

I would also call attention to the fact that in these examinations physical conditions and qualifications are entirely ignored, and yet in selecting inspectors, etc., who act as guards and watchmen—the police of the revenue service—physical fitness, courage, etc., are more essential than scholastic attainments.

These suggestions may be beyond the scope of the information sought by the commission, but as the subject-matter thereof is one of great public interest, I hope I may be excused for any thing that may be regarded as extraneous.

It is my wish to officially co-operate with the commission in every possible way to make its efforts a success.

I am, very respectfully,

JNO. S. HAGER,
Collector.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

POSTAL SERVICE.

D. V. O'LEARY, POSTMASTER, ALBANY, N. Y.

UNITED STATES POSTOFFICE,
Albany, N. Y., November 9, 1887.

SIR: In answer to your letter of inquiry of the 21st ultimo, I have the honor to report as follows:

(1) That I am subject to solicitations for positions solely from relatives of persons on the eligible list.

(2) That the character and capacity of those appointed under the new rules are good.

That those appointed have been quite generally faithful and diligent.

4) That I am informed by old employes that the effect of the new system upon the moral tone and business efficiency of the office has been good.

5) That neither are assessments levied nor contributions solicited in this office, but by employes do contribute to political purposes outside of the office, I understand.

Very respectfully,

D. V. O'LEARY,
Postmaster.

J. P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

FRANK BROWN, POSTMASTER, BALTIMORE, MD.

BALTIMORE POSTOFFICE, November 18, 1887.

SIR: Replying to your circular letter under date of October 21 ultimo, to heads of offices in the classified custom and postal service, I beg leave to submit herewith to the following interrogatories:

(1) Whether you are subject, and if so to what extent, to the solicitations of persons in places in the classified service?"

I am of the opinion that solicitations are as numerous as they would be if the civil-service law was not in effect. Each of the eligibles urge friends to press their claims on the postmaster for appointment, thinking they have special rights from the fact of their having passed the examination, many of them being under the impression that a wrong has been done if they are not appointed in regular order, barring all rights of the appointing power to make selection of one in four; and with large lists of eligibles you have the friends of the entire number constantly urging their appointment. The fact of being on the eligible list they regard as a notice that an appointment is open for them.

(2) The character and capacity of those appointed under the rules?"

The character of the men who have been appointed and now remain in this office is all to be desired. Their capacity is evidenced by test examinations and the rating of the office by the Postoffice Department, which I am pleased to say have been excellent.

(3) How far those appointed have been faithful and diligent in the discharge of their duties?"

The appointees generally are both faithful and diligent in the discharge of their duties.

(4) The effect of the new system upon the moral tone and business efficiency of your office?"

I am unable to make comparison between the present and old system, as the civil-service law was in force prior to my appointment. The morals of my appointees I think good, and will compare favorably with any office of equal numbers. As to the efficiency I must refer you to the Postoffice Department and our patrons for answer.

Fifth. What has been the effect of the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving in your office assessments or contributions for political purposes? What effect has this prohibition had upon those serving under it?"

This act has no effect upon the thinking men in this office, as they exercise the prerogative of American citizens and voluntarily contribute directly to any political organization whose principles they may espouse. The weaker-minded men are indifferent, and placing themselves under cover of the act of January 16, 1883, do not contribute at all.

"Any suggestion you may think proper to make as to the more effectual accomplishment of the purposes of the act will be carefully considered by the commission."

I am of the opinion the list of applicants for examination should be furnished by the appointing power ; the responsibility as to character, capacity, etc., of the applicants would then rest on him. Under the present system it rests largely on the civil-service act and regulations. I would further suggest that the age limit be changed to include persons between twenty-one and forty-five years of age. The minimum limit of eighteen years, in my opinion, works an injustice to the service, in that it brings to the discharge of onerous and exacting duties youths without actual business experience or that training requisite to form character and determine capacity. The maximum limit of thirty-five years I would suggest is equally as objectionable, because it deprives the service of the judgment, ascertained capacity, and trained business habits of men who at that age are in the very prime of life.

I am, yours, very respectfully,

FRANK BROWN,
Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

JOHN M. CORSE, POSTMASTER, BOSTON, MASS.

POST-OFFICE, BOSTON, MASS.,
January 7, 1898.

Hon. A. P. EDGERTON,
President Civil-Service Commission,
Washington, D. C. :

In answer to your favor of the 3d instant, I beg to state in answer to query No. 1, "no;" in answer to query No. 2, "good;" in answer to query No. 3, "excellent;" in answer to query No. 4, "good;" in answer to query No. 5, "unable to say."

Very respectfully,

JNO. M. CORSE,
Postmaster.

JOHN C. HENDRIX, POSTMASTER, BROOKLYN, N. Y.

POSTOFFICE, BROOKLYN, N. Y.,
November 10, 1897.

GENTLEMEN: Responding to your circular letter, dated October 21, I beg to say, in answer to the points therein named :

(1) That personally the head of this office is not subjected to any considerable degree to solicitations for persons who seek positions in the classified service, it being generally understood that such solicitations are useless, and that applications should be made directly to the local board of civil-service examiners.

(2) The employes obtained from the civil-service lists are about the same class of men as can be hired for the same rate of pay in private business.

(3) The discipline of the office requires fidelity and diligence in the discharge of duty, and there is generally a ready compliance with the rule on the part of those appointed under the civil-service rules.

(4) The effect of the prohibition of the exaction of assessments for political purposes is wholesome.

Respectfully,

JNO. C. HENDRIX,
Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

JOHN B. SACKETT, POSTMASTER, BUFFALO, N. Y.

UNITED STATES POSTOFFICE,

Buffalo, N. Y., November 6, 1887.

GENTLEMEN: Your circular letter of October 21, asking me for information in relation to the practical working of the classified civil-service rules in this office, is before me, and permit me to say, in answer to your first interrogatory, that I have been considerably annoyed by persons applying for places in the service. This was especially so shortly after assuming the duties of my office, April 1, 1887, but is becoming less frequent, and from present appearances I anticipate much relief in the future.

In answer to your second and third questions, I can most cheerfully testify to the excellent character and good standing in the community of those whom I have appointed, and, with one or two exceptions, they have faithfully and honestly discharged their duties.

In reply to your fourth question, I am fully satisfied that the new system has a most happy effect upon the moral tone, business efficiency, and thorough discipline of the men, and, although servants of our people, yet they do not look upon themselves and each other as menials, but, on the contrary, treat one another as gentlemen, while they seem to vie each with the other as to the best manner of performing their labors, and thereby obtain the earliest opportunity for promotion.

On entering upon the discharge of my duties as postmaster I found the rule of this office, or the basis of promotion, to have been the length of service rather than the proficiency and thorough work of the employé. I think this was a mistake, as there was no encouragement held out to the new appointee to endeavor to perfect himself in his work, and I determined to change it, and hereafter to promote no one who had not proved himself worthy by his good and efficient labors, regardless of the time he had been employed in the service.

I am unable to answer your fifth interrogatory, as I know nothing of the plan pursued, or of the effect of political assessments in former years. I am pleased to inform you that we have nothing of the kind in this office at present.

I have but one suggestion to make in closing, and that is, that it seems to me it would be better if the limit of age was extended to forty-five years; for we find so many able men who are very desirous of entering the service and who are more than thirty-five years of age, who would prove as valuable to the department as any that could be obtained, although they might be younger.

All of which is respectfully submitted.

JOHN B. SACKETT,

Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION.

S. CORNING JUDD, POSTMASTER, CHICAGO, ILL.

CHICAGO POSTOFFICE, OFFICE OF THE POSTMASTER,

Chicago, Ill., November 4, 1887.

GENTLEMEN: I am this day in receipt of your circular letter of the 21st ultimo, in which you desire answers to each of the questions therein propounded.

I reply to the questions in the order in which they are proposed, as follows:

(1) That I am subject to "the solicitations of persons for places in the classified service in connection with this office," but to "what extent" I am unable to answer, except that such solicitations are very frequent.

(2) "The character and capacity of those appointed under the rules" have generally proven to be good. Of course there are exceptions.

(3) As a general thing, "those appointed" under the rules "have been faithful and diligent in the discharge of their duties."

(4) "The effect of the new system" has been decidedly beneficial in the "business efficiency" of my office, the educational fitness of applicants being the better determined and secured under the rules. I am not able to answer the inquiry as to "the effect" of the new system upon the "moral tone" of the office, inasmuch as I am not familiar with the "moral tone" of the employes prior to July 16, 1883, when the civil-service act went into effect, my incumbency dating from June 1, 1885.

(5) No "assessments or contributions for political purposes" have been allowed in this office, or in connection therewith, since my incumbency; hence I am unable to answer as to "the effect of the prohibition of the civil-service act" in this regard as compared to the condition prior to such incumbency, except as I may judge from the expression of opinion by the employes as far as I have heard the same; from which expression my opinion is that the effect has been very beneficial.

I remain, very respectfully, yours, etc.,

S. CORNING JUDD,
Postmaster.

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

JOHN C. RILEY, POSTMASTER, CINCINNATI, OHIO.

POSTOFFICE, CINCINNATI, OHIO,
November 16, 1887.

GENTLEMEN: I beg to acknowledge the receipt of your circular letter of October 21, asking for certain information to assist you in the preparation of your annual report. In the mass of correspondence the circular was overlooked, and the reply delayed in consequence until now.

In response to your several inquiries I submit the following answers:

(1) I am still subject, to a very great extent, to the solicitations of persons for places in the classified service. Such persons are referred to the secretary of the local board of examiners.

(2) The character of those appointed is good, but their capacity is limited, and they are not such men as I should select for the work to be performed, if the civil-service law were not in existence. In many cases they have come directly from the school-room or the farm, and are wholly lacking in any practical preliminary training that would fit them for their duties.

(3) They have been uniformly faithful and diligent, to the extent of their ability, which, as I have stated, is of a limited character.

(4) The effect of the new system upon the moral tone of the office is very satisfactory, but not so upon its business efficiency, as the latter qualification demands, in my judgment, a very different education from that which most of the appointees have received.

In choosing men for positions, I have exercised the most careful discrimination, and have made thorough investigation as to moral character and fitness before making appointments.

(5) Not being aware of what the practice was before I took charge of this office, I fail to perceive any effect of the prohibition in regard to soliciting or receiving assessments, it being of course understood that men interested in the success of their party will make voluntary contributions for that purpose. No political assessments are allowed in this office.

In conclusion I would state that in my opinion the soldiers of the country should receive a more liberal recognition, and the conditions of their appointment be made simpler and less exacting. In my own experience I have found that in many instances they can not successfully compete with young men in the scholastic require-

ents of the examinations, while far superior to them in the practical qualities which constitute a thoroughly efficient employé of the postal service.

Very respectfully,

JOHN C. RILEY,
Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

W. W. ARMSTRONG, POSTMASTER, CLEVELAND, OHIO.

UNITED STATES POSTOFFICE,
Cleveland, Ohio, January 1, 1887.

DEAR SIR: I am in receipt of your letter of the 3d, inclosing me a copy of a circular dated October 21, 1887, and stating that the commission has in course of preparation an annual report for the period from January 1, 1886, to July 1, 1887, and asking a reply from me to the various interrogatories in the letter of 21st October.

In reply, I beg to state that I assumed office on the 1st of April, 1887. There was considerable pressure upon me then for appointments, but no changes have been made by me, save in the heads of departments, like cashier, superintendent of registry department, and superintendent of carriers, that have not been appointed under the rules of the civil-service. The appointees in this office, with a few exceptions, have been diligent and industrious in the discharge of their duties, and its "moral tone" and business efficiency has been maintained.

If contributions were made for political purposes by any of the employés they were made voluntarily, as committees were not allowed to canvass the office for subscriptions to campaign funds.

As to what effect the act of January, 1883, has upon employés I am not able to judge, but I think the honorable president of your board will agree with me that any act will be welcomed by some people that will keep them from "contributions" of any kind, and that men in political offices are not very generous in their contributions unless most thoroughly pressed.

Very truly,

W. W. ARMSTRONG,
Postmaster.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission.

A. W. COPLAND, POSTMASTER, DETROIT, MICH.

UNITED STATES POSTOFFICE,
Detroit, Mich., November 7, 1887.

GENTLEMEN: Your circular letter of October 21, requesting my opinion relative to the practical effects of the new system in this office, received on the 4th November, and in reply say, the effect of the enforcement of the civil-service rules at this office, in my judgment, the general result has been satisfactory. Among the advantages is a marked relief afforded from the importunities of influence, political and social, in making appointments. The character and capacity of those appointed under the rules are generally good. I think the record of the employés of this office in the past furnishes a good comparison, and judged by this standard the new are equal in all respects to those appointed under the old system, and nearly all appointed since I have been in charge of the office have been faithful and diligent in the discharge of their duties. The effect of the new system upon the moral tone and business effi-

ciency of the office is good, and the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving assessments or contributions for political purposes, in my judgment, has had a salutary effect on the employes generally. They have more confidence in retaining their positions, and take more interest in their work. I would be pleased to see the age limit extended from thirty-five to forty-five. I believe that I voice the majority of our people on this subject.

I am of the opinion that a strict enforcement of the act, in letter and spirit, will commend it to public favor.

Very respectfully,

A. W. COPLAND,
Postmaster.

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

AQUILLA JONES, SR., POSTMASTER, INDIANAPOLIS, IND.

INDIANAPOLIS POSTOFFICE,
Indianapolis, Ind., November 3, 1887.

DEAR SIR: In reply to your circular of the 21st ultimo, I will say:

(1) Applications for places in the postoffice were numerous until it became known that appointments would only be made from the list of those who passed the examination, since which time such applications have in a great measure ceased.

(2) It has been my aim to select the best, under the rules, both in character and capacity.

(3) Those who have been appointed, as a rule, I believe have been diligent and faithful.

(4) The effect of the new system upon the morals and efficiency of the office has, upon the whole, been improving.

(5) The effect of the act prohibiting political assessments has been to protect the employes of this office, no such assessments having been allowed. Contributions for political purposes, if made by any of our employes, have been voluntary.

Yours, respectfully,

AQUILLA JONES, SR.,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission.

JOHN G. GOPSILL, POSTMASTER, JERSEY CITY, N. J.

UNITED STATES POSTOFFICE,
Jersey City, N. J., November 5, 1887.

GENTLEMEN: In reply to your letter of the 21st ultimo, I beg leave to present the following report:

The civil-service rules have been in force at this office for more than three years. At the outset I discovered that a number of persons were of the opinion that there must be some way by which favorites could be appointed and the civil-service rules disregarded. I set out with the determination that I would only appoint the man standing No. 1 on the eligible list and not No. 2, 3, or 4. The rule allowing a choice of the first four on the eligible list, I can not regard as a good one, for it is very certain that it gives the appointing power permission to choose a man of his own political party, and when a choice is made on political grounds it hurts the efficiency of the service.

only once in three years have I chosen the second man on the list. The man standing No. 1 was one whom I knew to be accustomed to drink intoxicating liquors to excess, and that was my only reason for passing by his name.

A postmaster should only be permitted to take the man standing No. 1 on the eligibility list, unless he can give sufficient reasons to the department for not desiring the appointment.

The men appointed have proved to be a hard-working, earnest set of men. I wish no better. Their efficiency is best proven by the fact that only five have been dismissed from the service in three years.

The effect of the new system is this: That the moral tone is much higher, the men know that it is worth that, tells, not "political pull."

The banking rule as regards promotions is the one adopted here, promotions always being made from the lower grade.

The effect of the prohibition of the civil-service act of January, 1883, of soliciting assessments or contributions for political purposes is this, that the men feel that they are not placed in office as a reward for party service, or to further political ends. Formerly they could not but feel that dismissal was sure if an assessment was not made. Now they are free men.

I can not see why the civil-service rules should not apply to every one in the postal service, from the highest to the lowest. Now a man is only sure of retention, provided he is in one of the lower grades. He must, if ambitious, aspire to be a superintendent, assistant postmaster, or postmaster.* In this office all these positions are held by those formerly holding lower positions in the service. Civil-service rules do not protect them; but if they had remained in the lower grades they could not have been moved except for cause. *Is this right; is it true civil-service reform?*

No one is a more ardent admirer of the merit system than myself, and I think you will agree with me that the rules are faithfully enforced at this office, and I hope at the day will soon come when appointments to the higher positions are made according to the banking system of promotions.

Very respectfully,

JOHN G. GOPSILL,
Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION.

GEORGE M. SHELLEY, POSTMASTER, KANSAS CITY, MO.

UNITED STATES POSTOFFICE,
Kansas City, Mo., January 5, 1888.

SIR: Answering your circular of October 21, would respectfully report:

(1) We are not only not subject to the solicitations of persons for places in the classified service, but are compelled to urge the applications by advertisements and other methods.

(2) Ninety per cent. of applicants are strangers, and we have no way of determining character or capacity except by experience with the appointee.

(3) The appointment under the law has a tendency to lessen faithfulness and diligence, each appointee assuming tenor of office.

(4) The new system has nothing to do with the moral tone or efficiency of this office. The efficiency, morality, and exercise of business qualifications of employes will always be directed and controlled by the discipline, teaching, and personal effort of postmasters and heads of departments.

(5) In this office no one is permitted to solicit contributions, assessments, or gratuities of any character, and the receiving of presents or favors is discountenanced.

*Superintendents of branch postoffices in this city have not come under this rule, as locality is first considered, and then we ask the store-keeper to act as superintendent. The department superintendent should always come from a lower grade.

I think competitive examinations are proper methods for determining fitness for promotion, but wholly inadequate to determine eligibility for appointment.

The present forms of examination are "school examinations;" the younger an applicant is the more certain he is to pass, and it is equally certain his *grade* will be high and *efficiency* low. A man of thirty years who has earned his own living perhaps a dozen years will have no hopes of passing an examination with a young man of twenty, fresh from his studies, but in postoffice work he would on business principles earn \$3 to \$1 in the same position or same class of labor. There are other deficiencies in the law which I suppose have been fully set out by abler minds, so I close.

With great respect,

GEO. M. SHELLEY,
Postmaster.

Hon. PRESIDENT U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

VIRGINIA CAMPBELL THOMPSON, POSTMISTRESS, LOUISVILLE, KY.

UNITED STATES POSTOFFICE,
Louisville, Ky., January 6, 1888.

SIR: Replying to inquiries contained in your circular letter of October 21, 1887, which I regret was not sooner answered, because received too late for response before November 1, I frankly state:

(1) That I am very little troubled by the solicitations of persons for places in the classified service.

(2) The character and capacity of those appointed under the rules is generally good, though not better than when I made my own selections.

(3) Those appointed have, with few exceptions, been faithful and diligent in the discharge of their duties.

(4) "The effect of the new system" has greatly improved the "moral tone and business efficiency of the office."

(5) The effect of the prohibition of the civil-service act of January 16, 1883, seems effectually to have stopped assessments and contributions for political purposes.

Very respectfully,

VIRGINIA CAMPBELL THOMPSON,
Postmistress.

General A. P. EDGERTON,
U. S. Civil-Service Commission, Washington, D. C.

GEORGE H. PAUL, POSTMASTER, MILWAUKEE, WIS.

UNITED STATES POSTOFFICE,
Milwaukee, Wis., November 5, 1887.

SIR: I have received your printed circular of October 21 ultimo, requesting my opinion of the practical effects of "the new system in the public service," by which language I understand you to mean that you wish my opinion upon the practical operation of the civil-service law, and the rules made in pursuance thereof, at this office.

My opinion is that the civil-service law, as now applied, tends to operate as a wholesome restriction upon appointing officers hostile to the general purpose of the law; but that in its relation to an appointing officer in whom the special trust and confidence of the President is justifiably reposed, it is a restriction, in many cases,

on a wholesome exercise of his official discretion, which tends to depreciate the character and efficiency of the service under his supervision. In the appointment of clerical force, obviously the larger the range of choice, within the minimum conditions of qualification, the greater the possible merit of the selections made.

The character of my appointees may be high, notwithstanding the fact that I am limited in each case to a selection from the four highest on the list of eligibles. But the character of those appointees certainly would not be less high if I were permitted to make my choice in each instance from the whole list of those possessing the necessary qualifications as determined by the law; and this fact becomes more emphatic and palpable in view of the widely variable qualifications necessary in the discharge of the widely varying duties of an office like that placed under my charge. A certain degree of book or business education is certainly prerequisite to clerical qualification; but there are other important considerations which enter into the determination of the qualifications of candidates in every case. In one case I may need a clerk of special ability in penmanship; in another, one of especially affable manners and commodating disposition; in another, one of special mathematical ability and experience; and in another, one of special knowledge of one or more foreign languages spoken in this community.

In the choice of carriers, the questions of health, age, weight, strength, residence, and previous occupation are all vitally important to efficient service; and while these elements in the calculation are not wholly excluded by the law, they are yet so obscured by the limitations of the law that they are denied their proper weight in the selection of appointees in this department.

Replying in detail to your specific questions, permit me to state:

- (1) I am continuously subject to the solicitations of persons for places in the classified service, and also for an increase of salaries by those occupying such places.
- (2) The character and capacity of those appointed under the rules average fairly, but not higher than those appointed by me outside the rules of the civil service.
- (3) Those appointed have been generally faithful and diligent.
- (4) I think the moral tone and business efficiency of my office have been increased, but I attribute this more to proper organization and constant personal supervision than to the new system.
- (5) The banishment of political assessments, forced contributions, and partisan service, as a consideration of appointment, is accompanied with obviously salutary and beneficial results.

Permit me to add, that for some reason the applications for examinations under the civil-service law are not as numerous as might be expected, and that those best qualified to occupy positions in the civil-service exhibit a disinclination to apply. This is either because of the low average of salaries paid, or because of the remote opportunities afforded for appointment to eligible positions.

In closing this communication, permit me to call your attention to the fact that while I am expected to delegate three of the best men in my office to the performance of the duties of an examining board, the dates of examinations are fixed by you without the slightest reference to the convenience of this office, and without any direct notice to me whatever, compelling me to supply the places of these men often on our busiest days or seasons, and without a proper opportunity to provide for the necessary interruption in the service thus occasioned.

Respectfully,

GEO. H. PAUL,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission.

REPORT OF THE CIVIL-SERVICE COMMISSION.

JOHN J. ANKENY, POSTMASTER, MINNEAPOLIS, MINN.

UNITED STATES POSTOFFICE,
Minneapolis, Minn., November 5, 1887.

SIR: In answer to your circular of October 21, will say:

- (1) Solicitations for places are not as numerous as one would expect.
- (2) The character of those appointed under the rules of the civil-service law in this office is all that could be desired, and while the capacity of one or two individuals is not entirely satisfactory, the deficiency is not chargeable to the new system.
- (3) The faithfulness and diligence of those appointed has been highly satisfactory.
- (4) As to the moral tone and business efficiency of my office I can not, from personal knowledge, compare the present with the past, but the present condition in those respects is, I think, commendable.
- (5) Soliciting or receiving assessments or contributions for political purposes has never been practiced in this office since I have been at its head. Can not say as to former system.

Very truly yours,

JNO. J. ANKENY,
Postmaster.Hon. A. P. EDGERTON,
President Civil-Service Commission.

WM. H. F. FIEDLER, POSTMASTER, NEWARK, N. J.

UNITED STATES POSTOFFICE,
Newark, N. J., November 3, 1887.

DEAR SIR: Your communication at hand.

Reply to question 1. Yes; but not to a very great extent.

Question 2. It is undoubtedly a great improvement over the old system of selections.

Question 3. With but two exceptions all are very efficient in this office.

Question 4. First class.

Question 5. I can see no harm in accepting a voluntary contribution, neither would it demoralize the efficiency of the service.

Very respectfully, yours,

WM. H. F. FIEDLER,
Postmaster.Hon. A. P. EDGERTON,
President of U. S. Civil-Service Commission.

BENJAMIN R. ENGLISH, POSTMASTER, NEW HAVEN, CONN.

UNITED STATES POST-OFFICE,
New Haven, Conn., January 12, 1888.

GENTLEMEN: In reply to the inquiries on circular under date of October 21, 1887—

(1) I have very few solicitations of persons for places in the classified service.

(2 and 3) The character and capacity of those appointed, and who served the six months' probation has been good, and they have made faithful and diligent employes.

(4) The moral tone and business efficiency of the office is improved more by the actions of the superintendents and chief clerks of the different divisions than by the

new system, although in many instances a better class of clerks are obtained on account of the new system.

(5) There has been no soliciting in this office for political purposes while I have been in charge, so can not state what the effect is.

Respectfully,

BENJ. R. ENGLISH,
Postmaster.

The CIVIL SERVICE COMMISSION,
Washington, D. C.

G. W. NOTT, POSTMASTER, NEW ORLEANS, LA.

POSTOFFICE, NEW ORLEANS, LA.,
January 6, 1888.

SIR: In reply to your letter of the 3d instant I have the honor to state that, as the circular therein inclosed is apparently for the purpose of enabling the commission to prepare its report for the period from January 1, 1886, to July 1, 1887, I am unable to answer the questions therein propounded, as I only entered upon my office on the 1st of July, 1887.

Very respectfully,

G. W. NOTT,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission, Washington, D. C.

H. G. PEARSON, POSTMASTER, NEW YORK, N. Y.

POSTOFFICE, NEW YORK, N. Y.,
Office of the Postmaster, November 8, 1887.

SIR: I have the honor to acknowledge receipt, on 4th instant, of your circular letter of 21st ultimo, and to say, in reply to the several questions therein contained:

(1) That I am not subject to the solicitations of persons for places in the classified service, save in a few exceptional cases in which those solicitations are made by persons ignorant of the provisions of the civil-service act. When these are from applicants themselves they are simply referred to the board of examiners, and when made on behalf of others, those who present them are briefly informed that candidates must themselves apply in person or by letter to the board. I assume your question to be intended to apply mainly to the latter class of solicitations, and these are now, and for a long time past have been, rarely received.

(2) The character of those appointed under the rules during the period named has, as a rule, been good. Of 602 persons (292 clerks, 288 carriers, and 22 porters) appointed, but 33 have been dismissed for misconduct *after* the expiration of the probationary period, and 88 by reason of inefficiency and other disqualifications demonstrated before the expiration of that period, leaving 481 still on the rolls and performing satisfactory service.

(3) The statistics included in the above paragraph show how far those appointed have been faithful and diligent in the discharge of their duties.

(4) The effect of the system upon the moral tone and business efficiency of this office continues, as heretofore, to be most favorable.

(5) The effect of the prohibition of the civil-service act of January 16, 1883, of soliciting or receiving in this office assessments or contributions for political purposes has been to absolutely prevent such assessments or contributions being made or at-

tempted to be made there; and I have no knowledge, and have had no intimations that any such assessments have been made elsewhere on employés of this office. The effect of this prohibition on those serving under me has been excellent, in that it has led to and confirmed the impression on their part that their retention in the public service in no wise depends upon their willing or unwilling contribution of a portion of their earnings to be used for political purposes, but wholly upon their demonstrated efficiency and fidelity in the discharge of their duties. This impression cannot and does not fail to act as an incitement to increased efficiency and continued fidelity.

I have at present no suggestions to submit for the consideration of the commission as to the more effectual accomplishment of the purposes of the act.

I regret that I was unable (owing to an unusual pressure of other business) to prepare this answer in time to insure its receipt by you on the 7th instant as requested.

Very respectfully,

H. G. PEARSON,
Postmaster

HON. ALFRED P. EDGERTON,
President U. S. Civil-Service Commission, Washington, D. C.

WILLIAM F. HARRITY, POSTMASTER, PHILADELPHIA, PA.

POSTOFFICE, PHILADELPHIA, PA.,
Executive Division, November, 15, 1887

SIR: Replying to your circular letter of the 21st ultimo, and answering the questions therein contained in the order in which they have been asked, I have to say:

(1) I am subject to solicitations of persons for place in the classified service. Such solicitations are made by letters and by personal interviews. In my experience a great majority of those who have passed a civil-service examination have assumed that they are absolutely entitled to appointment. Acting upon such assumption they by themselves or by their friends, then begin by written communications or by personal interviews, as far as practicable, to urge early, favorable action by the appointing power. I am free to say, however, that it is my belief that the pressure for appointment to positions in the service would be very much greater were it not for the strictions of the civil-service law and rules. When application for appointment is made prior to examinations, the applicant is furnished with a circular notice, a copy of which I inclose.

(2) In my judgment the average capacity of those appointed into the classified service is all that could be expected of persons who receive such moderate salaries as are paid in the postoffice service. There is little temptation for young men of ability, intelligence, and ambition to enter the service. If it be not conceded it certainly ought to be that postal employés are more poorly paid than those in the employ of other branches of the government. While the duties of postal employés are more difficult, laborious, and exacting than those of almost any other department, their compensation is from 25 to 50 per cent. less than that of the employés of such other departments. I ought to state, however, that in nearly every instance those appointed under the provisions of the civil-service rules have been quite capable of intelligently and efficiently performing the duties that have been assigned to them. Material for the higher and more responsible places seems to be lacking, because (1) the limitation of age debars comparatively young men who have had such experience and training as to fit them for such positions from entering the examinations; (2) the existence of but a few positions with fair salaries attached to them, together with the uncertainty of ever reaching these unless after a long service in a poorly paid position, prevents bright and capable young men, even though within the limit of

from entering the examinations. The character of those appointed is good, as a rule. I have had no reason whatever to question the integrity of any of them, although there were a few who were intemperate in their habits and who have been removed from the service for that reason.

(3) My appointees in the classified service have been, with a few exceptions, faithful and diligent in the discharge of their duties. I have had occasion to suspend some few employes and to remove a few others for want of due diligence and application to duty, but the number of such is small in a force of employes as large as that at this office, consisting, as it does, of 882 clerks and carriers at this time.

(4) The moral tone and business efficiency of this office have been improved since the establishment of the new system. This improvement, so far as it relates to the business efficiency of the office, is due, in part, to that system, inasmuch as under it the appointing power has been relieved and protected from the pressure of those who are prominent and influential in political, professional, mercantile, or social circles. It must be conceded that most men are weak enough to sometimes yield to the pressure that is brought to bear for the appointment of a political or personal friend or favorite. The result in some such cases has been that the appointee has not been entirely fit for his duties, and the appointing power that was weak enough to make the appointment was too weak to remove the inefficient appointee, lest he might have offended those who recommended him. In stating this view I wish to give those who may have urged such appointments the credit of entire good faith and sincerity in their desire to recommend none but fit and proper persons. In all probability they were imposed upon as to the applicant's qualifications, but it is only the service and the appointing power that have suffered after the unfit appointments have been made. In my judgment, the moral tone of an office is influenced largely, if not entirely, by its responsible head. He can do much to elevate or lower the standard regardless of the provisions of the civil-service law and rules. So far, therefore, as the new system has improved the business efficiency of the office, I think such improvement has been effected because of the examinations rather than by reason of any of the present regulations as to the manner of making appointments. Those rules and regulations requiring proper tests and examinations *prior* to consideration for appointment are undoubtedly salutary in their influence; indeed, I am inclined to think that in them will really be found the chief merit of the present system.

I ought to add that I find a higher moral tone and greater business efficiency among those appointed to excepted places than among those in the classified service. Whether this is due partially or wholly to the fact that as a rule better salaries are paid, and, hence, better material obtainable, I am not exactly prepared to state. At all events, if the excepted positions were to become suddenly vacant, I would find it very difficult, in fact impossible, to fill all of them properly by the appointment of persons in the classified service.

The principal advantages of the new system are, (1) the relief it affords the appointing power; (2) the protection it gives a weak man against possible unfit appointments. The latter is what chiefly affects the efficiency of the service, and with that danger removed, as it is by the examinations, I believe that the appointing power could secure a better service if given a comparatively free selection than he can under the present restrictions and limitations of the civil-service rules. The head of every responsible office in the country has a selfish interest in giving good service in order to bring credit to the administration of the government, of which he is a part, credit to his party, credit to his superiors, and credit, with perhaps promotion, to himself. That selfishness alone, apart from the principle involved, would prompt him to procure the very best material available.

(5) Very many of the federal employes here, both old and new, have contributed to the campaign funds of the party of which they are members. Such contributions are voluntary and have not been solicited or received in the offices, but have been obtained through circular appeals sent by mail by the republican and democratic

organizations and by verbal appeals at political meetings and headquarters. In deference to the law and a wholesome public sentiment, the same character of appeal is made, as a rule, to private citizens as to public employes. It contains no demand in the nature of an assessment, nor is any certain percentage requested. While many thus contribute, there are yet very many who do not. So far as I am advised, the amounts contributed, as well as the number who contributed, have varied considerably, depending apparently upon the activity of the contest and the public interest in it.

Replying still further to your letter, I make the following suggestions for the consideration of your commission :

(1) The appointing power should not be obliged to almost blindfoldedly take those who have passed the requisite examination. Under the present regulations he is not only denied but forbidden any knowledge of the applicants until he is about to make needed appointments, and then is really afforded only the information contained in the application itself. He should be accorded greater facilities for making a thorough inquiry and investigation into the character and antecedents of every applicant for appointment. Under the present system the applicant need not disclose the fact that he has been guilty of some serious crime, offense, or transgressions provided that the same occurred more than one year prior to his application; and in large cities it is practically impossible to know the vouchers he may care to obtain. It is easy to imagine cases in which applicants would not be likely to seek for vouchers among those who know them best. The vouchers should be required to give a somewhat detailed statement of their knowledge of the applicant, and they should be sworn or affirmed to their statements. I do not think there is a corporation or a mercantile or other business house in this city that would agree to select its employes under the provisions of the federal civil-service rules and regulations. The municipal civil-service law prevailing here gives the register of eligibles to the appointing power, and he has a practically free selection. I sincerely believe that it would be conducive to good service if the examinations were made a little more difficult or the maximum average increased, and the appointing power then given the privilege of a free selection from among those who had successfully passed such examination.

(2) The excepted class of employes at large offices should be extended. There are many responsible places in such offices where the appointing power should be entirely free in choosing his assistants. This is notably so in the case of employes in the registry division, where, although they are not custodians of money for which another is under official bond, yet they handle and control valuable letters and packages, which represent very much larger sums than are handled by some of the excepted employes. It is also true of assistant superintendents. The rule that excepts a superintendent should except his assistant, because of the close and confidential relations that must at times exist between them and the responsible head of the office as well as between themselves. It seems to me to be so of the time-keepers of an office like this, with its large force of employes. They ought really to be the personal selections of the appointing power. Were it so, they would be likely to be more vigilant in the discharge of their duties and in reporting every dereliction. So, too, the messengers should be excepted, as they are in the Treasury Department, in the Postoffice Department, and in the customs service.

(3) The limit of age should be increased; in fact, it should be entirely abolished. It is not fair to assume that persons over thirty-five years of age are incapacitated for work in the postal service, or that they are likely to soon become so. The responsibility of determining whether or not a person is unfitted by reason of age from rendering efficient service should be left with the appointing power. It is undoubtedly true that, other things being equal, most of the work of a postoffice can be better done by young men rather than by middle-aged or elderly men, yet there are places which would be, perhaps, more efficiently filled by persons somewhat older than those now eligible for examination. In my judgment, at least every person

eligible for an elective office or for enlistment in the military or naval service should be eligible for appointment in the civil-service.

(4) The regulations governing classifications, grades, excepted places, etc., in the departmental service, in the customs service, and in the postal service should be made uniform. They certainly are not now, and, so far as I know, no public reason is given for the want of uniformity. I recognize that time is required to harmonize the existing differences, and I presume that the apparent inconsistencies will be removed.

The civil-service law has very much in it to commend it to the favor of the appointing power in the offices to which it applies, as well as to merit the approval of the public; but the regulations intended for its execution should not be framed as if the responsible heads of offices within the operation of the law could not be trusted to at least aid in the selection of employes who are to do the work for the faithful performance of which the appointing power is under official bond; in many instances in very large amounts. I have always believed in the law and I would not see it repealed; but I would like to see the rules and regulations so modified that a department official, a collector of the port, or a postmaster shall be permitted under the law to have some voice in the selection of any or all of his employes.

Some of my replies and suggestions may seem like adverse criticism, but you have asked for them, and I have given them fairly, frankly, and I trust respectfully.

Yours, very truly,

WM. F. HARRITY,
Postmaster.

Hon. A. P. EDGERTON,

President U. S. Civil-Service Commission, Washington, D. C.

POSTOFFICE, PHILADELPHIA, PA.,
— — —, 188—.

DEAR SIR: In reply to your communication of recent date concerning an appointment in this office, I have to say that in the selection of a clerk or carrier I am limited, under the civil-service law, to a list of four, to be duly certified by the local board of examiners for this office from among the highest upon the register of eligibles.

Mr. Frank P. Leech, superintendent of the money-order division of this office, is secretary of the board, and to him application for examination should be made in writing. This course is required by the civil-service regulations.

Yours, respectfully,

WM. F. HARRITY,
Postmaster.

J. B. LARKIN, POSTMASTER, PITTSBURGH, PA.

PITTSBURGH, PA., POSTOFFICE,
January 5, 1888.

SIR: Your letter and circular of 3d finds me without any previous notice or request, and entirely willing to answer any question touching the public service at this office.

(1) I am not troubled by solicitations for place. When I took charge of the office I felt that it was my duty to obey and respect the civil-service law as any other law, and when fully explained I have found even those who most desired places considerate and tolerant.

(2) Character and capacity of those appointed under the rules very fair, considering the age and inexperience of many of them.

(3) As a rule they have been faithful, diligent, and sober.

(4) Any law or rule that will protect capable, willing, sober, and intelligent men in the discharge of a public duty increases the value of their services, and has a good moral effect.

(5) No assessments are made, no contributions are solicited in this office, and none are attempted, although I do not believe that a decent, reasonable request, made at stated periods and at long intervals, for legitimate political purposes, would threaten or impair the service. I do not know that I have any special views on the best method of accomplishing the reforms aimed at unless it would be to suggest a change in the age clause so as to embrace those between the age of twenty and forty years. My experience is that young men of sixteen and eighteen have, as a rule, no just conception of the care and skill necessary to a clean, prompt, and efficient public service, and they are generally without business training or experience. Some of them have no higher ambition than to get on the pay-roll and have some other young man do the work. At this age older persons, who are depending on employment for the support of a family, can not compete successfully in an examination, and their more mature minds, fixed habits of life, and cultivated force are lost in an unequal contest.

The failure to impress young men with the importance of close application and the concentration of mind and talent makes me doubt very much the success of any system that invites the young to the practical exclusion of those in middle life, and yet requires the most alert mind, our best thought, and the judgment born of experience. If these young men could be associated with and looked after by older persons, there might be no objection, but as it is, you find your eligible lists largely made up of those who have just left school.

In this connection I would suggest that this feature might be obviated by the submission to the head of an office, when a vacancy occurs, the entire list of eligibles, so that grown men with strong incentives to labor and progress might be selected and associated with those who have not developed that ambition necessary to success.

I find that much valuable time is wasted in riveting the attention of these young men; they are not dependent, and from the nature of things can not be expected to take the interest that is looked for from one who has taken on himself the care of home and family. I do not want to be understood as finding fault with the work of the commission, but in pursuance of your polite request have frankly stated my convictions and suggested the changes that seem desirable.

Thanking you for your courtesy, I have the honor to be,

Very respectfully, yours,

J. B. LARKIN,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission.

C. H. GEORGE, POSTMASTER, PROVIDENCE, R. I.

UNITED STATES POSTOFFICE,
Providence, R. I., November 5, 1887.

GENTLEMEN: Replying to your circular letter of October 21, 1887, I have to say that when I took charge of this office on May 1, 1887, I found the civil-service rules in force, and so far as I have observed during the subsequent limited time I believe those persons appointed under the rules to be of good character and capacity and faithful in performing their work. I am solicited to a considerable extent to appoint persons to the classified service, but explanation of the rules has generally been well received. I have no knowledge of any solicitation or reception of assessments or contribution of funds in this office for any political purpose whatever.

Very respectfully,

C. H. GEORGE,
Postmaster.

The U. S. CIVIL-SERVICE COMMISSION,
Washington, D. C.

V. FLECKENSTEIN, POSTMASTER, ROCHESTER, N. Y.

UNITED STATES POSTOFFICE,
Rochester, N. Y., January 9, 1888.

GENTLEMEN: In answer to your circular of the date of October 21, 1887, would say no question—

(1) Yes. I do not know how to give an answer "to what extent," save the applicants are sufficiently numerous to fill all places held in my office, such applicants being persons who give their adhesion to the democratic party, and they say republicans should go.

(2) Such as have been appointed during the administration of the subscriber, their character and capacity are excellent.

(3) They have thus far proven themselves faithful and diligent.

(4) I have been in office only since June 1 last. I am unable to give an unqualified opinion upon the practical effect of the "new system" as bearing upon the moral tone and business efficiency of the employes of my office.

(5) No political assessments are made or collected upon employes in the Rochester postoffice to the knowledge of the undersigned.

In conclusion, I would suggest that the qualification on age should be extended to forty years, and that special examinations be more frequently permitted.

Respectfully, yours,

V. FLECKENSTEIN,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission.

WILLIAM HYDE, POSTMASTER, SAINT LOUIS, MO.

UNITED STATES POSTOFFICE,
Saint Louis, January 5, 1888.

SIR: "The solicitations of persons for places in the classified service" are fewer as applicants become informed about the method of appointment. I mean there is a manifest falling off in the number of those expecting to get places by the use of "influence." Persons who have passed the examinations are eager to know when they can be assigned to duty, but beyond this, the solicitations are now not troublesome.

The appointees from the eligible lists the past two years—or during the incumbency of the undersigned—have, with only one or two exceptions, proved worthy and competent as men and as workers, performing satisfactorily the duties set them, and co-operating faithfully in maintaining the good order and discipline of the office.

The general effect of the merit system has been to make the postoffice a purely business establishment, conducted on the principles that prevail in large commercial houses, express companies, banking institutions, etc. This statement impliedly carries with it my reply as to the prohibition of political assessments. A good clerk is always ready to give service in lieu of election money, as an inducement to be promoted or retained. The public get the benefit of what he saves—the public who pay for his work, and not his views.

Respectfully,

WILLIAM HYDE,
Postmaster.

Hon. A. P. EDGERTON,
President U. S. Civil-Service Commission.

REPORT OF THE CIVIL-SERVICE COMMISSION.

DAVID DAY, POSTMASTER, SAINT PAUL, MINN.

UNITED STATES POSTOFFICE,
Saint Paul, Minn., November 9, 1887.

GENTLEMEN: To the interrogatories in your circular letter of the 21st ultimo, I have the honor to reply as follows:

(1) That the operation of the civil-service laws at this office has been to entirely abate the heretofore obnoxious solicitation of persons for places in the classified service. The abatement of this nuisance is, in my judgment, worth all the civil-service costs the Government.

(2) The character and capacity of those appointed under the rules has been good.

(3) Those appointed under the law have, as a rule, been faithful and diligent in their duties.

(4) The effect upon the moral tone and business efficiency of the new system in the office has been good, and in every way an improvement over the old system.

(5) Since 1885 no political assessments have been permitted to be levied upon the clerks and carriers of this office. On assuming the duties of the office at that time I found the force demoralized by these outrageous demands of worthless political bummers, and abated the nuisance at once. The worthless were discharged, two sent to the penitentiary, and the deserving ones promoted. Access to the higher grades was closed to the public, and only attainable by promotion. Under this rule there were no vacancies except to mere youths and boys, and I never inquired what the politics of their fathers were. All except one of our superintendents came into the office as mere boys, or did boys' work until they demonstrated their fitness for promotion to the stations they now occupy. The records of the Postoffice Department should show what the effect has been, both in discipline and saving in cost to the Government; and the citizens here can state what the efficiency of the service has been.

For the reason that persons not inhabitants of this city, mostly country school teachers, having no knowledge of the topography of the city, its streets, etc., and no acquaintance with its population, pass the civil-service examinations at a higher rating than persons living in the city, and get places for which they are not so well qualified as those of a lower rating, it is suggested whether it would not be well to limit admission to the examinations to those of, say, at least one year's residence in the city.

Very respectfully, yours,

DAVID DAY,
Postmaster.

The CIVIL-SERVICE COMMISSION,
Washington, D. C.

WILLIAM D. BRYAN, POSTMASTER, SAN FRANCISCO, CAL.

POSTOFFICE, SAN FRANCISCO, CAL.,
November 7, 1887.

GENTLEMEN: In reply to your circular letter, dated October 21, the cover of which was postmarked "Washington, October 29," I have the honor to present for your consideration the following answers to questions therein requested:

(1) I am subject to solicitations for positions in the classified service to but a limited extent, and that from persons who do not fully comprehend the meaning of the civil-service act.

(2) The character and capacity of those appointed under the rules is generally good.

(3) Those appointed have been faithful and efficient in the discharge of their duties with but few exceptions.

(4) The effect of the system upon the moral tone and business efficiency of this office has been, in my opinion, elevating and in all particulars satisfactory.

(5) No contributions or assessments for political purposes have been received at this office whatever. The effect of this prohibition upon the service has been in all cases most beneficial. It has inspired the employés with confidence and an independence that they presumably did not experience under the old régime.

The foregoing answers are the result of my observations since my assumption of duty in August, 1886.

I am, gentlemen, very respectfully, your obedient servant,

WM. D. BRYAN,
Postmaster.

UNITED STATES CIVIL-SERVICE COMMISSION,
Washington, D. C.

GEORGE E. LORENZ, POSTMASTER, TOLEDO, OHIO.

UNITED STATES POSTOFFICE,
Toledo, Ohio, January 10, 1888.

SIR: In reply to your circular of October 21 I would say—

(1) During the first quarter of my term of office and before it became generally known that the Toledo office had been placed on the classified list solicitations for places were quite frequent, but since then I have not, in my opinion, been asked more than any manager of a business concern employing a similar number of hands would be.

(2) The character and capacity of those appointed under the rules has been as good as could be expected when the fact is taken into consideration that from the allowances granted this office I am expected to start a new man at a much smaller salary than he could get from any merchant or corporation in the city requiring similar work. Some of the best men that have passed examinations, and who would have been a credit to the service, have refused an appointment simply because they could do better financially in some other position. This, in a growing city like Toledo, where few are unemployed, has had the effect to discourage many from taking the examinations who would otherwise have done so, and at no time have I had sufficient on the eligible list to leave room for such selection as should be made from persons even of the same standing as is contemplated by the law.

(3 and 4) Those appointed have very generally been faithful and diligent in the discharge of their duties, and the relations existing between the men and the various superintendents are about the same as usual in any well-conducted business establishment doing similar work.

(5) No assessments for political purposes have been made in this office during my term, and no subscription papers are allowed.

In my opinion the purposes of the act would be more effectually accomplished if in all classified offices clerks were given uniform salaries, graded as in the railway mail service, according to their duties and length of time in the service, the pay to be sufficient to command good material, and at least equal to that paid by private corporations for the same work. Competent and trustworthy men would then take the examinations and accept appointments when offered, which is not the case at this office as much as it should be. Business efficiency requires not only business management but business wages.

Very respectfully,

GEO. E. LORENZ,
Postmaster.

Hon. A. P. EDGERTON,
President Civil-Service Commission.

FRANK B. CONGER, POSTMASTER, WASHINGTON, D. C.

WASHINGTON CITY POSTOFFICE,

Washington, D. C., November 7, 1887.

SIR: In response to your printed circular of October 21, 1887, requesting answers to certain questions, I herewith submit my reply:

(1) All applications for places in the classified service are referred to the local board, by whom proper blanks are issued.

(2) The character and capacity of those appointed under the rules is generally determined before the six months' probationary period has expired. Those found capable are permanently appointed and the others are dropped from the rolls.

(3) The answer to the second question will also apply to the third.

(4) The moral tone and business efficiency of this office is maintained more by the personal supervision of the postmaster and his staff than by any system.

(5) Solicitors, peddlers, etc., are not permitted to interfere in any way with clerks in this office, and I have never heard of any political assessment being made.

Very respectfully, yours,

FRANK B. CONGER,
Postmaster.

Hon. A. P. EDGERTON,

President U. S. Civil-Service Commission, Washington, D. C.

[EXHIBIT 6.]

[In the Supreme Court of the United States. United States, appt., v. Lyman B. Perkins.]

POWER OF REMOVAL RESTRICTED—CADET ENGINEER—SECRETARY OF
NAVY CAN NOT DISCHARGE.

1. A cadet engineer, a graduate of the Naval Academy in 1881, was an officer within the meaning of section 1229, Revised Statutes, and could not be discharged at the will of the Secretary of the Navy.
2. When Congress by law vests the appointment of inferior officers in the head of departments, it may limit and restrict the power of removal as it deems best for the public interest.

No. 986.—Submitted January 6, 1886. Decided January 25, 1886.

APPEAL FROM THE COURT OF CLAIMS.—JUDGMENT AFFIRMED.

The case is stated by the court. See also the preceding case of United States v. Redgrave, referred to in the opinion.

Mr. William Maury, Assistant Attorney-General, for appellant.

Mr. J. W. Douglass, for appellee.

Mr. Justice Matthews delivered the opinion of the court:

The object of this suit was to recover \$100 as the salary of the plaintiff as a cadet engineer of the Navy, from June 30, 1883, to September 1, 1883, at the rate of \$600 per year, as provided by section 1556, Revised Statutes. Judgment was rendered in his favor for that amount.

The plaintiff entered the Naval Academy as a cadet engineer in 1877, and graduated therefrom on June 10, 1881. On June 26, 1883, he received a letter from the Secretary of the Navy giving him notice that, as he was not required to fill any vacancy in the naval service happening during the preceding year, he was thereby honorably discharged from the 30th of June, 1883, with one year's sea pay, as prescribed by law for cadet midshipmen, in accordance with the provisions of the act of Congress approved August 5, 1882.

tested against this order as illegal and refused the pay, and regarding him continuing in the service, he sued for his pay subsequently accruing. The case differs from that of Redgrave, just decided, in one particular only, that this is for pay after the alleged discharge.

The single question now raised as to that point is that, although the discharge may be justified by the act of August 5, 1882, the Secretary of the Navy, irrespective of whether he had lawful power to discharge him from the service at will. This authority is on the ground that the plaintiff was not an officer in the naval service within the meaning of section 1229, R. S., which provides that "No officer in the military or naval service shall in time of peace be dismissed from service except upon and in pursuance of the sentence of a court-martial to that effect or in commutation thereof," consequently the right to remove and discharge him from the public service is vested in the power of appointment.

In reply to this position the court of claims, in its opinion in this case, said :

In our view we can not concur. That a cadet engineer like the claimant was a commissioned officer in the naval service we have already decided; that he was an officer is manifest by the terms of the constitution, which provides that "Congress may bestow the appointment of such inferior officers as they think proper in the President, in the courts of law, or in the heads of departments." Congress has by its enactment vested the appointment of cadet engineers in the Secretary of the Navy, and when thus appointed they become officers and not employés. (U. S. v. Moore, 99 U. S., 508, Bk. 25 L. ed., 482; U. S. v. Moore, 95 U. S. 760, Bk. 24, L. ed. 760; U. S. v. Hartwell, 6 Wall., 385, 73 U. S., Bk. 18, L. ed., 830).

The court further urged that this restriction of the power of removal is an infringement of the constitutional prerogative of the Executive, and so of no effect, but also void. Whether or not Congress can restrict the power of removal incident to the power of appointment of those officers who are appointed by the President, by and with the advice and consent of the senate, under the authority of the constitution (section 2) does not arise in this case and need not be considered.

There is no doubt that when Congress, by law, vests the appointment of inferior officers in the heads of departments it may limit and restrict the power of removal as it may see best for the public interest. The constitutional authority in Congress to regulate the appointment implies authority to limit, restrict, and regulate the removal of such laws as Congress may enact in relation to the officers so appointed. The head of a department has no constitutional prerogative of appointment independent of the legislation of Congress, and by such legislation he must be governed, not only in making appointments but in all that is incidental thereto. It follows that as the claimant was not found deficient at any examination, and was not dismissed for misconduct under the provisions of Revised Statutes, section 1229, upon and in pursuance of the sentence of a court-martial to that effect or in commutation thereof, according to Revised Statutes, section 1229, he is still in the service and is entitled to the pay attached to the same.

Upt the views and affirm the judgment of the court of claims.

Copy. Test:

JAMES H. MCKENNEY,
Clerk, Supreme Court United States.

[EXHIBIT 7.]

ESSENTIAL WARNING AGAINST THE USE OF OFFICIAL POSITIONS
TO CONTROL POLITICAL MOVEMENTS.

EXECUTIVE MANSION,
Washington, July 14, 1886.

heads of departments in the service of the general government:

At this a proper time to especially warn all subordinates in the several departments and all office-holders under the general government, against the use of official positions in attempts to control political movements in their localities.

Office-holders are the agents of the people, not their masters. Not only is their time and labor due to the government, but they should scrupulously avoid, in their political action as well as in the discharge of their official duties offending by display of obtrusive partisanship their neighbors who have relations with them as public officials.

They should also constantly remember that their party friends from whom they have received preferment have not invested them with the power of arbitrarily managing their political affairs. They have no right as office-holders to dictate the political action of their party associates, or to throttle freedom of action within party lines by methods and practices which pervert every useful and justifiable purpose of party organization. The influence of federal office-holders should not be felt in the manipulation of political primary meetings and nominating conventions. The use by these officials of their positions to compass their selection as delegates to political conventions is indecent and unfair, and proper regard for the proprieties and requirements of official place will also prevent their assuming the active conduct of political campaigns.

Individual interest and activity in political affairs are by no means condemned. Office-holders are neither disfranchised nor forbidden the exercise of political privileges, but their privileges are not enlarged nor is their duty to party increased to pernicious activity by office-holding.

A just discrimination in this regard between the things a citizen may properly do and the purposes for which a public office should not be used is easy, in the light of a correct appreciation of the relation between the people and those intrusted with official place, and the consideration of the necessity under our form of government of political action free from official coercion.

You are requested to communicate the substance of these views to those for whose guidance they are intended.

GROVER CLEVELAND.

[EXHIBIT 8.]

LEVYING AND RECEIVING POLITICAL ASSESSMENTS.

THE CASE OF NEWTON MARTIN CURTIS, OF NEW YORK.

HISTORY OF THE CASE.

In 1880 General N. M. Curtis was employed by the Secretary of the Treasury as an expert to investigate certain cases at the port of New York known as the "charges and commission cases." His compensation was fixed at \$500 per month. In a communication dated September 21, 1881, and addressed to Secretary of the Treasury Folger, the civil-service reform association of the city of New York, of which Hon. George William Curtis was president, charged that General Curtis, while acting as treasurer of the New York republican state committee during the political campaign of 1880, had committed the offense of receiving, for political purposes, contributions made in response to a circular addressed to the clerks and other employes of the government in the customs service at New York City, as follows:

DEAR SIR: The republican state committee begs leave to respectfully remind you of the unusual importance of the approaching election in the State of New York. In the belief that, upon consideration of the great interests involved, you may judge it proper to assist the committee, we respectfully suggest that you contribute \$——, on or before October 18, for the purpose of defraying the necessary expenses of the campaign.

Checks or postal orders should be made payable to the order of General N. M. Curtis.

To the charges made against him, General Curtis replied in the following statement:

I have the honor to state in reply to these charges:

(1) I am not, and have not been since January 15, 1880, an executive officer, nor an employé of the United States as is referred to in section 6, chapter 287, statute of 1876.* In my view that section was only intended to apply to officers and employés who stand in such relation to the government as properly to subject them and their conduct to the supervision and discipline of those placed over them, or as gives them rights of supervision and discipline over others, relations which I have not sustained since the commencement of my present engagement. Department letters of January 15, 1880, and March 1, 1881, and April 14, 1881, show that I was specially "employed as an expert to investigate certain suits then pending in the United States circuit court for the southern district of New York, and ascertain how many of such suits are based upon fraudulent protests and practices, and to report the result of my investigation in each case to the United States attorney, with a view to their final disposition," and I have not at any time examined into nor reported to any officer of the department of the government upon the conduct of any federal officer or employé, nor has it been any part of my duty to make any such investigation or report. If such employment can render me amenable to the provisions of the section referred to, then all persons employed as special counsel, attorneys at law, or, in fact, experts, examiners of accounts or records, merchant appraisers, contractors, and even common laborers, however special or transitory their employment, would come within its provisions.

(2) I had the honor of being elected a member of the republican state committee of New York, and by my associates was chosen treasurer, and I served as such during the canvass preceding the last election, and was a member of the executive committee, but I deny that I personally levied assessments on employés or others, or requested any person to make contribution either by letter or verbal request, other than I may be chargeable with acts done by the committee through its secretary, nor did I receive personally or otherwise, by check or cash, any money for the use of said committee that did not understand and believe the contributors willingly paid without duress or fear of any kind.

It was extensively published in the journals of the city and state as having been announced by prominent federal officials and members of the state committee, and it was universally known that no officer or employé should suffer by reason of his not contributing to the expenses of the canvass.

I know that contributions were returned by the committee to those who intimated that payments were attended with inconvenience. If I am in error as to the application of this provision I am in error with others with whom I conferred at the time this question was first brought to public notice. I believe in the principles and policy of the party to which I belong, and have been in the past and shall I hope in the future be ready to sustain my honest convictions with my best ability; but I hope not and would not intentionally serve it in contravention of law or in conflict with methods approved by wise and good men. I particularly and specifically deny that I violated or intended to violate or disregard the letter or spirit of the section referred to.

Upon the issue thus made, Secretary Folger acted, and on February 4, 1882, gave to Hon. George William Curtis information of his action, as follows:

SIR: I have the honor of acknowledging the receipt of your communication dated 27th January ultimo, relating to the case of Special Agent Curtis.

You have perceived that he denies that the character of his employment by the government brings him and his acts under the penalty of statute.

Without undertaking to decide whether he is right in his position, I have to say that his employment will cease at the end of this month; some time being needed for him to gather up his matters and make returns to this department.

If he has been guilty of a misdemeanor, it is for the law officer of the government to take action for his punishment. And I have to inform you that I have caused

*Sec. 6. That all executive officers or employés of the United States not appointed by the President, with the advice and consent of the Senate, are prohibited from requesting, giving to, or receiving from any other officer or employé of the government any money or property, or other thing of value for political purposes; and any such officer or employé who shall offend against the provisions of this section shall be at once discharged from the service of the United States; and he shall also be deemed guilty of a misdemeanor, and on conviction thereof shall be fined in a sum not exceeding \$500.

This section of the statute of 1876 has been incorporated into the civil-service act of 1883. See sec. 11 of the civil-service act.

copies of the different papers relating to the matter to be transmitted to the United States attorney for the southern district of New York, in which district I suppose the matter to be cognizable for such action as that office may deem advisable.

On February 8, 1882, United States Attorney S. S. Woodford informed the association that its complaint against Curtis had been referred to his office by the secretary, and that he requested the association to furnish him with the evidence in its possession supporting its charge.

At a special meeting of the executive committee of the association, held soon after the receipt of this communication from the United States attorney, it was resolved, "that Messrs. Everett P. Wheeler and Frederick W. Whitridge be employed as counsel, with instructions to respond to the communication of District Attorney Woodford, and present the case against General Curtis with all the evidence which can be procured to support the charge against him."

The result of this action was that at a stated term of the circuit court of the United States for the southern district of New York, commenced on the second Wednesday of January, 1882, General Curtis was indicted for receiving certain sums of money for political purposes, "for the treasury of a certain political organization and duly known as the republican state committee of the state of New York, within the United States, for the purpose of defraying the expenses of said committee in and about a certain political campaign then and there pending, and then and there managed by said committee on behalf of a certain political party known as the republican party," from persons then and there employed by the government of the United States in the several bureaus and departments of the customs service of the United States at the city of New York, and compensated by the United States.

General Curtis was tried upon this indictment and convicted. He was sentenced to pay a fine and stand convicted until payment was made. He was taken into custody of the United States marshal. On application, a writ of habeas corpus was issued, and the case was taken to the United States Supreme Court, at the October term, 1882. The decision of the court was as follows:

DECISION OF THE SUPREME COURT OF THE UNITED STATES.

No. 6 (original).—October term, 1882.

Ex parte: In the matter of Newton Martin Curtis, petitioner. Petition for a writ of habeas corpus.

Mr. Chief-Justice Waite delivered the opinion of the court.

In the act of August 15, 1876, making appropriations for the legislative, executive, and judicial expenses of the Government (c. 267, 19 Stat., 143; 1 Sup. Rev. Stats., 245), the following appears as section 6:

"SEC. 6. That all executive officers or employes of the United States not appointed by the President, with the advice and consent of the Senate, are prohibited from requesting, giving to, or receiving from any other officer or employe of the Government any money or property or other thing of value for political purposes; and any such officer or employe who shall offend against the provisions of this section shall be at once discharged from the service of the United States; and he shall also be deemed guilty of a misdemeanor, and on conviction thereof shall be fined in a sum not exceeding \$500."

Curtis, the petitioner, an employe of the United States, was indicted in the circuit court for the southern district of New York, and convicted under this act for receiving money for political purposes from other employes of the government. Upon his conviction he was sentenced to pay a fine and stand committed until payment was made. Under this sentence he was taken into custody by the marshal, and on his application a writ of habeas corpus was issued by one of the justices of this court in vacation, removable here at the present term, to inquire into the validity of his detention. The important question presented on the return to the writ so issued is whether the act under which the conviction was had is constitutional.

The act is not one to prohibit all contributions of money or property by the designated officers and employes of the United States for political purposes. Neither does it prohibit them altogether from receiving or soliciting money or property for such purposes. It simply forbids their receiving from or giving to each other. Beyond these restrictions are placed on any of their political privileges.

That the government of the United States is one of delegated powers only, and that its authority is defined and limited by the constitution, are no longer open questions; but express authority is given Congress by the constitution to make all laws necessary and proper to carry into effect the powers that are delegated. (Art. I, sec.

Within the legitimate scope of this grant Congress is permitted to determine for itself what is necessary and what is proper.

The act now in question is one regulating in some particulars the conduct of certain officers and employes of the United States. It rests on the same principle as that originally passed in 1789 at the first session of the First Congress, which makes it unlawful for certain officers of the Treasury Department to engage in the business of trade or commerce, or to own a sea vessel, or to purchase public lands or other public property, or to be concerned in the purchase or disposal of the public securities of a state or of the United States (Rev. Stat., sec. 243); and that passed in 1791, which makes it an offense for a clerk in the same department to carry on trade or business in the funds or debts of the states or of the United States, or in any kind of public property (*id.*, sec. 244); and that passed in 1812, which makes it unlawful for a judge appointed under the authority of the United States to exercise the profession of counsellor or attorney, or to be engaged in the practice of the law (*id.*, sec. 713); and that passed in 1853, which prohibits every officer of the United States or person holding a place of trust or profit, or discharging any official function under or in connection with any executive department of the government of the United States, or under a senate and house of representatives, from acting as an agent or attorney for the prosecution of any claim against the United States (*id.*, sec. 5498); and that passed in 1853, prohibiting members of Congress from practicing in the court of claims (*id.*, sec. 5498); and that passed in 1867, punishing, by dismissal from service, an officer or employe of the government who requires or requests any workingman in a navy-yard to contribute or pay any money for political purposes (*id.*, sec. 1546); and that passed in 1868, prohibiting members of Congress from being interested in contracts with the United States (*id.*, sec. 3739); and another, passed in 1870, which provides that no officer, clerk, or employe in the government of the United States shall solicit contributions from other officers, clerks, or employes or a gift to those in a superior official position, and that no officials or clerical superiors shall receive any gift or present as a contribution to them from persons in government employ receiving a less salary than themselves, and that no officer or clerk shall make a donation as a gift or present to any official superior (*id.*, sec. 1784). Many others of a kindred character might be referred to, but these are enough to show what has been the practice in the legislative department of the government from its organization, and, so far as we know, this is the first time the constitutionality of such legislation has ever been presented for judicial determination.

The evident purpose of Congress in all this class of enactments has been to promote efficiency and integrity in the discharge of official duties, and to maintain proper discipline in the public service. Clearly such a purpose is within the just scope of legislative power, and it is not easy to see why the act now under consideration does not come fairly within the legitimate means to such an end. It is true, as is claimed by the counsel for the petitioner, political assessments upon office-holders are not prohibited. The managers of political campaigns, not in the employ of the United States, are just as free now to call on those in office for money to be used for political purposes as ever they were, and those in office can contribute as liberally as they please, provided their payments are not made to any of the prohibited officers or employes. What we are now considering is not whether Congress has gone as far as it may, but whether that which has been done is within the constitutional limits upon its legislative discretion.

A feeling of independence under the law conduces to faithful public service, and nothing tends more to take away this feeling than a dread of dismissal. If contributions from those in public employment may be solicited by others in official authority, it is easy to see that what begins as a request may end as a demand, and that a failure to meet the demand may be treated by those having the power of removal as a breach of some supposed duty, growing out of the political relations of the parties. Contributions secured under such circumstances will quite as likely be made to avoid the consequences of the personal displeasure of a superior as to promote the political views of the contributor—to avoid a discharge from service more than to exercise a political privilege.

The law contemplates no restrictions upon either giving or receiving, except so far as may be necessary to protect, in some degree, those in the public service against actions through fear of personal loss. This purpose of the restriction, and the principle on which it rests, are most distinctly manifested in section 1546, *supra*, the re-enactment in the Revised Statutes of section 3 of the act making appropriations for the naval service for the year ending June 30, 1868 (14 Stat., 492, c. 172), which subjected an officer or employe of the government to dismissal if he required or requested a workingman in a navy-yard to contribute or pay any money for political purposes.

and prohibited the removal or discharge of a workingman for his political opinions; and in section 1784, a reproduction of the act of February 1, 1870 (c. 63, 16 Stat., 63), "to protect officials in public employ," by providing for the summary discharge of those who make or solicit contributions for presents to superior officers. No one can for a moment doubt that in both these statutes the object was to protect the classes of officials and employes provided for from being compelled to make contributions for such purposes through fear of dismissal if they refused. It is true that dismissal from service is the only penalty imposed, but this penalty is given for doing what is made a wrongful act. If it was constitutional to prohibit the act, the kind or degree of punishment to be inflicted for disregarding the prohibition is clearly within the discretion of Congress, provided it be not cruel or unusual.

If there were no other reasons for legislation of this character than such as relate to the protection of those in the public service against unjust exactions, its constitutionality would, in our opinion, be clear; but there are others, to our minds, equally good. If persons in public employ may be called on by those in authority to contribute from their personal income to the expenses of political campaigns, and a refusal may lead to putting good men out of the service, liberal payments may be made the ground for keeping poor ones in. So, too, if a part of the compensation received for public services must be contributed for political purposes, it is easy to see that an increase of compensation may be required to provide the means to make the contribution, and that in this way the government itself may be made to furnish indirectly the money to defray the expenses of keeping the political party in power that happens to have, for the time being, the control of the public patronage. Political parties must almost necessarily exist under a republican form of government, and when public employment depends, to any considerable extent, on party success, those in office will naturally be desirous of keeping the party to which they belong in power. The statute we are now considering does not interfere with this. The apparent end of Congress will be accomplished if it prevents those in power from requiring help for such purposes as a condition to continued employment.

We deem it unnecessary to pursue the subject further. In our opinion the statute under which the petitioner was convicted is constitutional. The other objections which have been urged to the detention can not be considered in this form of proceeding. Our inquiries in this class of cases are limited to such objections as relate to the authority of the circuit court to render the judgment by which the prisoner is held. We have no general power to review the judgments of the inferior courts of the United States in criminal cases, by the use of the writ of habeas corpus or otherwise. Our jurisdiction is limited to the single question of the power of the court to commit the prisoner for the act of which he has been convicted. (*Ex parte Lang*, 15 Wall., 163; *Ex parte Rowland*, 101 U. S., 604.)

We think the commitment in this case was lawful, and the petitioner is, consequently, remanded to the custody of the marshal for the southern district of New York.

APPENDIX.

PART IV.

STATISTICAL INFORMATION—APPOINTMENTS, EXAMINATIONS, ETC.

- INDEX TABLE 1.** Appointments, promotions, separations, and restorations, classified departmental service, July 16, 1883, to June 30, 1887 (549-585).
- “ 2. Appointments of special pension examiners, not apportioned by the commission, under Special Rule No. 4 (587-592).
- “ 3. Appointments of temporary employes, not apportioned, in signal office, Department of War (592, 593).
- “ 4. Showing appointments, promotions, separations, and restorations, classified departmental service, from the several states, and the number of appointments to each department from each state (595-677).
- “ 5. Showing dates and places of all examinations held, number of eligible and number of ineligible for the departmental service, from January 16, 1886, to June 30, 1887, inclusive (679-685).
- “ 6. Showing legal residence, number of eligibles, number of ineligibles, average age, and education of those who took the limited and general examinations from January 16, 1886, to June 30, 1887, inclusive (687-691).
- “ 7. Showing legal residence, number of eligibles, number of ineligibles, average age, and education of those who took special examinations for the bureau of pensions from January 16, 1886, to June 30, 1887, inclusive (693-699).
- “ 8. Showing legal residence, number eligible, number ineligible, average age, and education of those who took special examinations from January 16, 1886, to June 30, 1887, inclusive (701-707).
- “ 9. Showing legal residence, and number eligible and ineligible of those examined for classified departmental service from January 16, 1886, to June 30, 1887, inclusive (709-711).
- “ 10. Showing the education of applicants for classified departmental service during the period from January 16, 1886, to June 30, 1887, inclusive (713-715).
- “ 11. Showing applications filed for examinations for the classified departmental service from January 16, 1886, to June 30, 1887, inclusive (717-719).
- “ 12. Showing the number examined, the number eligible, the number ineligible, the education, and the average age of those examined in the classified customs districts from January 16, 1886, to June 30, 1887, inclusive (721-726).
- “ 13. Showing the number examined, the number eligible, the number ineligible, the education, and the average age of those examined in the classified postal service from January 16, 1886, to June 30, 1887, inclusive (727-731).
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APPENDIX TABLE 1.

APPENDIX TABLE 1.—Appointments, promotions, separations, and re-

Name.	Legal residence.	Appoint-ments to each state.	Whole number of appoint-ments.	Department to which certi-fied.	Grade for which certified.	Date last appointed.
Weller, Ovington E.....	Md.....	1	1	Postoffice.....	\$1,000	Aug
Hoyt, Miss Mary F.....	Conn.....	1	2	Treasury.....	900	Sep
Keller, Benjamin F.....	Pa.....	1	3	War.....	1,000	Sep
Brown, Edward N.....	N. Y.....	1	4	do.....	1,000	..
Bird, Frank W.....	Mass.....	1	5	do.....	1,000	Sep
Lewis, William H.....	Kans.....	1	6	do.....	1,000	Sep
Dubuar, Charles L.....	Mich.....	1	7	do.....	1,000	..
Smith, Harry W.....	Iowa.....	1	8	do.....	1,000	Sep
Pennywitt, William C.....	Ky.....	1	9	Postoffice.....	1,000	Sep
Pilea, Joseph W.....	Mo.....	1	10	War.....	1,000	Sep
Chaplain, William M.....	N. C.....	1	11	do.....	1,000	..
Raymond, Thomas U.....	Ind.....	1	12	do.....	1,000	Sep
Chase, George W.....	R. I.....	1	13	do.....	1,000	..
Dudley, Irving B.....	Wis.....	1	14	do.....	1,000	..
Pyles, Miss Marion.....	Vt.....	1	15	Treasury.....	900	Oct
Peake, James B.....	D. C.....	1	16	do.....	900	Oct
O'Neale, James R.....	do.....	2	17	do.....	900	Oct
Haynes, William H.....	do.....	3	18	do.....	900	..
Clement, Alfred B. C.....	N. Y.....	2	19	War.....	900	Oct
Noyes, George F.....	Mo.....	1	20	do.....	1,000	Oct
Hall, John T.....	Mich.....	2	21	do.....	1,000	Oct
Robinson, Alexander L.....	N. Y.....	3	22	do.....	1,000	..
Callen, Richard.....	Kans.....	2	23	do.....	1,200	..
Brannemor, James H.....	Mo.....	2	24	Treasury.....	900	Nov
Quinan, John A.....	Md.....	2	25	do.....	900	..
Spencer, Mrs. Annie M.....	Ind.....	2	26	do.....	900	Nov
Isen, Wiley O.....	Mo.....	3	27	do.....	900	Nov
Webster, William G.....	Ill.....	1	28	do.....	1,000	Nov
Cilley, Miss Emma.....	N. H.....	1	29	do.....	900	Nov
Morse, Samuel B.....	Wis.....	2	30	do.....	900	Nov
Young, William H. A.....	Va.....	1	31	do.....	900	Nov
Miller, Frank E.....	Mich.....	3	32	do.....	1,000	Nov
Haskell, Cyrus V.....	Pa.....	2	33	do.....	1,200	Nov
Berlin, Benjamin R.....	Va.....	2	34	do.....	900	..
Eddy, Lathrop S.....	N. Y.....	4	35	War.....	1,000	De
Snodgrass, John J.....	Pa.....	3	36	do.....	900	De
Burfield, Humphrey M.....	Ohio.....	1	37	Treasury.....	900	De
Hill, Frank H.....	do.....	2	38	War.....	1,000	De
Deardoff, William S.....	Ill.....	2	39	Postoffice.....	900	De
Murray, Freeman H. M.....	Ohio.....	3	40	War.....	1,000	De
Hartshorn, Robert H.....	do.....	4	41	Treasury.....	1,000	De
McCoy, Joseph M.....	W. Va.....	1	42	War.....	1,000	De
Mawhinney, Robert J.....	Pa.....	4	43	Justice.....	.....	De
Koebler, George.....	Ill.....	3	44	Treasury.....	\$1,200	De
Glover, George N.....	Pa.....	5	45	do.....	1,200	Ja
Lathan, Samuel B.....	S. C.....	1	46	War.....	1,000	Ja
Howell, William B.....	N. J.....	1	47	Treasury.....	900	Ja
Reed, Charles A.....	do.....	2	48	War.....	1,000	Ja
Hayden, Adalbert C.....	N. Y.....	5	49	Postoffice.....	1,000	Ja
Clay, Cassius H.....	Ky.....	2	50	Treasury.....	1,200	Ja
Hogan, William J. H.....	Ill.....	4	51	War.....	1,000	..
Weyss, John E.....	D. C.....	4	52	do.....	1,800	..
Cutcheon, F. W. M.....	Mich.....	4	53	do.....	1,000	Ja
Thatcher, Miss Marion.....	do.....	5	54	Treasury.....	900	Ja
Neely, John E.....	Ill.....	5	55	War.....	1,000	Fe
Eldridge, William U.....	N. Y.....	6	56	Treasury.....	1,200	Fe
Renick, Edward I.....	Ga.....	1	57	do.....	1,200	Fe
Von Motz, Albert.....	Colo.....	1	58	Justice.....	(a)	Fe
Grandy, Albert S.....	N. C.....	2	59	War.....	1,000	Fe
Neutler, William A.....	Mo.....	3	60	Navy.....	1,000	Fe
Wilce, Harry L.....	Pa.....	6	61	Postoffice.....	1,000	Fe
Shiley, Jacob H.....	N. Y.....	7	62	do.....	1,000	..
Hughes, Arthur L.....	Ohio.....	5	63	do.....	1,000	..

(a) Transferred to Interior Department December 7, 1893, \$1,400.

(b) Transferred to Interior Department February 11, 1894.

(c) Transferred to Interior Department September 8, 1893, \$1,200.

experimental service, July 16, 1883, to June 30, 1887.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
as 2, July 16, 1885	Resigned May 31, 1887	General.
as 1, Dec. 1, 1883, class 2,	Resigned Dec. 7, 1886(a) ..	Limited.
as 7, 1886, class 4, July 1, 1887.		General.
as 1, Dec. 1, 1883		Do.
as 1, Mar. 1, 1886		Do.
as 1, Dec. 1, 1883		Do.
do		Do.
as 1, June 1, 1885		Do.
as 1, Mar. 8, 1884	Removed June 5, 1885	Do.
as 1, June 1, 1884		Do.
as 1, Dec. 10, 1883; class	Resigned Feb. 10, 1886(b) ..	Do.
Jan. 10, 1887		
as 1, Dec. 1, 1883	Resigned July 8, 1886	Do.
as 1, Aug. 14, 1885		Do.
as 1, Feb. 1, 1884; class 2,		Do.
Aug. 1, 1886.		
as 1, Oct. 23, 1884; class 1,		Do.
Feb. 7, 1885.		Limited.
as 1, Nov. 14, 1883		Do.
as 1, July 7, 1884	Resigned Sept. 5, 1886	Do.
as 1, Sept. 1, 1884	Resigned Aug. 31, 1884 ..	General.
as 1, Jan. 27, 1886		Do.
as 1, Apr. 2, 1884		Do.
as 1, Apr. 2, 1884		Do.
as 1, Apr. 2, 1884		Limited.
as 1, Apr. 2, 1884		General.
as 1, Apr. 2, 1884	Removed May 31, 1886	General.
as 1, Apr. 2, 1884		Do.
as 1, July 15, 1884	Died Jan. 23, 1886	Limited.
as 1, Mar. 7, 1885		Do.
as 1, Mar. 12, 1884	Discharged May 29, 1884 ..	Do.
as 1, Mar. 1, 1884	Discharged Dec. 20, 1883 ..	Do.
as 1, July 12, 1884; class		Do.
Aug. 24, 1885.	Resigned July 21, 1884	Do.
as 1, Sept. 1, 1886		Do.
as 1, May 1, 1884; class 2,	Resigned Sept. 7, 1886(c) ..	Do.
as 1, Mar. 16, 1885; class		Do.
June 17, 1887.		Do.
as 1, May 1, 1884		Telegraphy.
as 1, Feb. 13, 1886		General.
as 1, Mar. 1, 1884	Resigned July 15, 1881	Do.
as 1, July 7, 1884	Discharged Feb. 4, 1887	Do.
as 1, July 24, 1884	Discharged Jan. 31, 1885(d) ..	Limited.
as 1, Mar. 11, 1886	Resigned Nov. 15, 1885	General.
as 1, Mar. 11, 1886		Do.
as 1, Mar. 11, 1886		Do.
as 1, Sept. 23, 1885	Died July 12, 1884	Do.
as 1, Oct. 23, 1884	Resigned June 17, 1886(f) ..	Law.
as 1, Aug. 1, 1885	Dropped Sept. 15, 1884	General.
as 1, Dec. 22, 1886	Dismissed May 11, 1886	Do.
		Do.
		Do.

(d) On completion of special work.

(e) Copyist.

(f) Transferred to Treasury Department June 17, 1886.

APPENDIX TABLE I.—Appointments, promotions, separations, and returns

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of battle appointment.
Nixon, George A	Ky	3	64	Postoffice	\$1,000	Feb. 2
Harrington, Edward P.	Mass	2	65	Treasury	1,200	Feb. 2
Hall, George W.	Mass	1	66	War	1,000	Feb. 2
Bushnell, R. T.	N. Y.	8	67	Treasury	1,200	Mar.
Slavens, Charles	Mo	4	68	War	1,000	.. do
Walker, Miss Adeline C	Tenn	1	69	Treasury	900	Mar. 1
Hunter, Joseph H	Ohio	6	70	Postoffice	1,000	Mar. 1
Black, Miss Marion A	Del	1	71	Treasury	900	Mar. 1
McPherson, Dorsey M	Ark	1	72	War	1,000	Mar. 1
Williams, John	Mass	1	73	Treasury	900	.. do
Potter, Cyrus M	Pa	7	74	Postoffice	1,000	.. do
Maxam, Oliver M	Ind	3	75	Treasury	■	Mar. 1
Whyte, George W	Ill	6	76	.. do	1,200	Mar. 1
Jenkins, Anderson L	Cal	1	77	War	1,000	Mar. 2
Killiter, John M	Ohio	7	78	.. do	1,200	Mar. 2
Johnson, J. Althous	S. C.	2	79	Treasury	1,000	.. do
Welch, Frank J	Mass	3	80	.. do	900	Mar. 2
Churchill, James G	N. Mex	1	81	War	1,000	.. do
Copeman, William H	Tenn	2	82	.. do	1,000	Apr.
Stambaugh, George	La	1	83	Postoffice	1,000	Apr. 1
Jones, Thomas H	Fla	1	84	War	1,000	Apr. 1
Smith, Albert	Ala	1	85	Treasury	1,200	Apr. 1
Peterson, Miss Helene	D. C.	5	86	Postoffice	720	.. do
Turner, Mortimer A	Ark	1	87	.. do	1,000	.. do
Schofield, John C	Ga	2	88	War	1,000	Apr. 1
Coughlin, John T	Md	4	89	State	1,000	May 1
Fenley, Samuel G	Mo	5	90	.. do	900	.. do
Baker, Charles H	D. C.	6	91	Interior	1,000	May 1
Hemstreet, Miss Elizabeth	N. Y.	9	92	Postoffice	900	June
Roach, Miss Lillian V	Tex	1	93	Treasury	900	June
McCre, James S	Kans	2	94	Postoffice	1,000	.. do
Rodolph, William S	Mass	2	95	War	1,000	June
Channing, Montgomery	Ga	3	96	Treasury	1,200	June
Wilcox, Ephraim S	Wis	3	97	.. do	900	.. do
Swander, William H	Mo	6	98	.. do	900	June
Arnold, Miss Corn L	Dak	1	99	.. do	900	.. do
Shearer, Miss Letitia J	La	2	100	.. do	900	June
McMahon, Dow	Ind	4	101	War	1,000	.. do
Tuley, Seth W	Tex	2	102	Postoffice	1,000	.. do
Behrend, Samuel K	Ala	2	103	Navy	■	June
Wilborn, Wyatt A	Tex	3	104	Treasury	1,200	June
Stockard, Thomas W	Miss	3	105	.. do	1,200	June
Nelson, Charles	Tenn	3	106	War	1,000	July
Barrows, Harry A	Pa	8	107	Treasury	900	July
Wilson, Miss Lizzie L	Iowa	2	108	Postoffice	720	July
Twedy, Frank	N. J.	2	109	Interior	900	.. do
Stett, Francis U	D. C.	7	110	War	1,400	July
Clark, Charles R	N. Y.	10	111	Postoffice	1,000	.. do
Stephenson, Columbus R	Ala	3	112	.. do	900	.. do
Rains, Robert P	N. J.	4	113	Interior	1,200	July
Norwood, John C	N. C.	3	114	Treasury	900	.. do
Von Rosen, Ferdinand G	Tenn	4	115	Justice	900	.. do
Nixon, George A	Ky	(d)	116	Interior	1,200	July
Hill, Frank H	Ohio	(d)	117	.. do	1,200	.. do
Perry, George N .....	.. do	8	118	Treasury	1,200	.. do
Engle, James M	W. Va	2	119	.. do	1,000	July
Baldwin, Harry L	N. J.	5	120	Interior	720	.. do
McCall, Jr., William C	Ohio	9	121	Treasury	1,000	.. do

(a) Transferred to Treasury Department July 12, 1885.

(b) Transferred to Interior Department October 7, 1883, \$1,200. Soldier's claim of prefer

fed departmental service, July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
	Resigned July 21, 1884 . . .	General.
	Resigned June 30, 1884 . .	Do.
	Resigned Nov. 10, 1885 . . .	Do.
Class 1, July 7, 1884		Do.
Class 1, June 23, 1884; class 2, Apr. 9, 1887		Limited.
		General.
Class 1, July 7, 1884		Limited.
		General.
Class 1, Dec. 6, 1884		Limited.
		General.
	Resigned Aug. 31, 1884 . . .	General.
	Resigned Sept. 19, 1884 . .	Do.
Class 2, Sept. 25, 1884		Editor and proofreader, non-competitive.
Class 1, Sept. 23, 1884		Law.
Class 1, June 20, 1885		Limited.
		General.
Class 1, Sept. 1, 1885		Do.
Class 1, Dec. 20, 1885		Do.
Class 1, July 7, 1884		Do.
	Resigned Aug. 27, 1884 . . .	Do.
Class 2, Aug. 1, 1884	Resigned Apr. 26, 1886 . .	Scandinavian languages.
Class 1, Dec. 16, 1884		General.
		Do.
	Resigned June 1, 1884 . . .	State Department.
Class 1, Feb. 10, 1887		Do.
		Mechanical draughtman.
		General.
Class 1, Dec. 22, 1886		Limited.
Class 1, July 7, 1884; class 2, July 13, 1887	Resigned July 13, 1885(a) . .	General.
		Do.
		Limited.
Class 1, Oct. 7, 1885; class 2, Feb. 15, 1887	Resigned Oct. 7, 1885(b) . .	Do.
		Do.
	Resigned July 16, 1884(s) . .	General.
Class 1, Feb. 11, 1886; class 2, Dec. 22, 1886		Do.
\$1,000, July 13, 1884		Do.
	Resigned May 16, 1886 . . .	Do.
		Limited.
\$900, Nov. 25, 1884		General.
Class 1, July 1, 1885; class 2, Aug. 16, 1886		Assistant topographer, geological survey.
		Proof reader and reviser, non-competitive.
Class 1, Oct. 19, 1886		General.
\$1,000, Sept. 23, 1886; class 1, Jan. 7, 1887		Limited.
Third assistant examiner, June 29, 1886; second assistant examiner, Aug. 1, 1886		Assistant examiner, patent office.
		Limited.
		Do.
Third assistant examiner, June 29, 1886; second assistant examiner, Aug. 1, 1886		Assistant examiner, patent office.
	Resigned Nov. 10, 1884 . . .	Do.
Class 1, Nov. 23, 1884		General.
\$900, July 1, 1885; class 1, Aug. 16, 1886		Do.
Class 1, Aug. 24, 1884	Removed May 21, 1885 . . .	Assistant topographer, geological survey.
		General.

(c) Appointed to Interior Department, special pension examiner.

(d) Already charged.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and r*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	I
Hoyt, George B'.....	Mass ..	4	122	War	\$1,000	J
Houchen, John L	Ind ...	5	123	....do	1,000	.
Pomeroy, Howard N.....	Cal ...	2	124	Interior	900	.
Nevett, Henry J.....	Va.....	3	125	Treasury	1,000	J
Fenby, Samuel G	Mo.	(a)	126	....do	1,200	..
Stewart, Edward C	D. C ..	8	127	State	900	..
Perkins, jr., Edmund T	Ky ...	4	128	Interior	720	J
Frisbie, William R	Ark ..	2	129	Treasury	1,200	.
Wade, Erwin M.....	Ga.....	4	130	....do	900	.
Marvin, Charles F	Ohio..	10	131	War	1,600	.
Harrison, Charles D	Pa.....	9	132	Treasury	1,200	..
Peters, William J.....	Cal ...	3	133	Interior	900	..
Barnard, Edward C	N. Y ..	11	134	....do	720	J
Gadsden, Edward M	Ga.....	5	135	Postoffice	1,200	.
Freyhold, Felix.....	D. C ..	9	136	Interior	720	..
Gilmer, Thomas W.....	Tex....	4	137	Treasury	1,200	J
Phillips, Robert H.....	D. C ..	10	138	Interior	720	..
Jennings, A. Halsey.....	N. J ..	6	139	Treasury	1,000	.
Greeley, Arthur P.....	N. H ..	2	140	Interior	1,200	..
Hart, jr., Oliver J.....	S. C....	3	141	Treasury	1,000	..
Roeser, Fred.....	N. Y ..	12	142	Interior	720	..
Sackett, Charles E.....	..do ...	13	143	Treasury	1,000	J
Giles, Arthur H.....	..do ...	14	144	....do	1,200	.
Clarke, Mrs. Katherine C.....	La.....	3	145	....do	900	.
Howell, David H.....	W. Va..	3	146	Interior	720	..
Towson, Richard M.....	Va.....	4	147	.. do	720	J
Jennings, James H.....	Conn ..	2	148	....do ..	720	..
Doolittle, Clarence E.....	D. C ..	11	149	....do	720	..
Smith, Henry C.....	Tenn ..	5	150	Treasury	1,000	J
Case, Eugene D.....	Minn ..	2	154	....do	1,000	..
Crawford, William H.....	Iowa..	3	151	....do	1,200	A
Thompson, James G.....	..do ...	4	152	....do	1,200	..
Stoutenburgh, Arthur T.....	N. J ..	7	153	....do	1,000	..
Porter, Henry Clay.....	Tex....	5	155	....do	1,200	..
Reigart, Daniel.....	Pa.....	10	156	....do	1,200	..
Bates, Miss Ella	Conn ..	3	157	....do	900	A
Fallon, Charles J.....	Ga.....	6	158	Interior	900	A
Hicks, Miss Louise.....	Fla.....	2	159	Treasury	900	..
Reese, Henry F.....	Ala.....	4	160	....do	900	..
Fairfax, Thomas	Va.....	5	161	....do	1,200	..
Reagan, Miss Sadie A.....	Pa.....	11	162	....do	900	..
Lind, Alfred B.....	N. C ..	4	163	Interior	900	..
Betta, Wendell P.....	Ohio..	11	164	Treasury	1,000	A
Hannoe, Joseph	N. C ..	5	165	....do	900	..
Keasler, George R.....	Ill.....	7	166	Interior	1,000	A
Johnson, Miss Lizzie R.....	Tex....	6	167	Postoffice.....	900	..
Barrington, Richard L.....	Ill.....	8	168	Navy	(b)	..
Sprawls, James M	Iowa..	5	169	Treasury	1,200	..
Lloyd, Francis B.....	S. C....	4	170	Interior	900	..
Naylor, Levi W.....	Wis ..	4	171	Treasury	1,000	..
Simpson, John M .....	..do ...	5	172	....do	1,000	A
Twining, Edwin H	Mass ..	5	173	....do	900	..
Reed, Louis T	Pa.....	12	174	.. do	1,200	..
Landrey, Staley M.....	Ind ...	6	175	Interior	1,000	A
Jackson, Elmer E.....	Ohio..	12	176	Treasury	1,000	..
Miller, Kelly	S. C....	5	177	Interior	900	A
Kingsbury, Edward P.....	Mass ..	6	178	....do	1,000	..
Upham, William C.....	Tenn ..	6	179	....do	900	..
Penfield, George W.....	N. Y ..	15	180	Treasury	1,200	..

(a) Already charged.

(b) Copyist.

sified departmental service, July 16, 1883, to June 30, 1887—Continued.

b- nt.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
85	Class 1, June 1, 1885 .....	.....	General.
...	.....	.....	Do.
...	.....	Died Aug. 25, 1884	Assistant topographer, geo- logical survey.
85	Class 1, Aug. 15, 1884 .....	.....	General.
...	.....	Resigned Feb. 28, 1885	Do.
...	.....	.....	Telegraphy.
85	\$900, Aug. 16, 1886 .....	.....	Assistant topographer, geo- logical survey.
85	.....	.....	General.
...	.....	.....	Limited.
85	Class 4, June 2, 1887 .....	.....	Junior professor, signal of- fice.
85	.....	.....	General.
85	\$1,000, July 1, 1885 .....	.....	Assistant topographer, geo- logical survey.
85	\$840, July 1, 1885; \$900, Aug. 16, 1886.	.....	Do.
...	Class 2, Sept. 23, 1886; class 3, Dec. 22, 1886.	.....	General.
...	.....	Dismissed May 15, 1885	Assistant topographer, geo- logical survey.
85	.....	.....	General.
...	\$900, July 1, 1885 .....	.....	Assistant topographer, geo- logical survey.
...	Class 1, Aug. 21, 1884 .....	.....	General.
...	Second assistant examiner, June 29, 1886; first assist- ant examiner, Aug 1, 1886.	.....	Assistant examiner, patent office.
...	Class 1, Feb. 19, 1885 .....	.....	General.
...	.....	Dismissed Dec. 15, 1884	Assistant topographer, geo- logical survey.
85	.....	.....	General.
...	.....	.....	Do.
...	.....	.....	Limited.
...	\$900, July 1, 1885; \$1,000, Aug. 16, 1886.	.....	Assistant topographer, geo- logical survey.
85	\$840, July 1, 1885 .....	.....	Do.
...	\$840, July 1, 1885; \$900, Aug. 16, 1886.	.....	Do.
...	.....	Resigned Aug. 10, 1884	General.
85	.....	.....	Do.
...	Class 1, Sept. 15, 1884 .....	.....	Do.
...	.....	.....	Do.
...	.....	.....	Do.
...	.....	.....	Do.
...	.....	.....	Do.
885	.....	Resigned Sept. 22, 1885	Limited.
885	.....	.....	Do.
...	.....	.....	Do.
...	.....	.....	General.
...	.....	.....	Do.
...	Class 1, Nov. 1, 1886 .....	.....	Limited.
885	.....	.....	Do.
...	.....	.....	General.
885	Class 1, Nov. 21, 1885; class 2, Sept. 1, 1886.	.....	Limited.
...	.....	.....	General.
...	.....	Resigned Sept. 17, 1886(e)	Limited.
...	.....	.....	General.
...	.....	.....	Do.
...	.....	.....	Limited.
...	.....	.....	General.
1885	.....	.....	Do.
...	\$1,000, Feb. 11, 1885; class 1, Mar. 9, 1885.	.....	Do.
...	.....	.....	Do.
1885	.....	Resigned Sept. 5, 1885	Do.
1885	.....	.....	Do.
1885	\$1,000, June 1, 1887 .....	.....	Do.
...	.....	Resigned June 20, 1885	Do.
...	.....	.....	Limited.
...	.....	Removed Oct. 31, 1885	General.

e Appointed to Treasury Department September 17, 1886.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and restorations*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of probationary appointment.
Ginn, Lottie R	Ind ..	7	181	Treasury	\$1,200	Aug. 9, 1884
Cochran, William E	Kans ..	4	182	do	1,000	do
Bartlett, Miss Sallie A	Ala ..	5	183	do	900	do
Burnham, Harry E	Ind ..	8	184	Interior	900	Aug. 11, 1884
Laferty, Isaac D	Pa	13	185	do	900	do
Sherratt, William L	Mass ..	7	186	do	1,000	Aug. 12, 1884
Smallwood, Miss Lyda M	Ill	8	187	Treasury	900	do
Van Fossan, William H	Ohio ..	13	188	Interior	900	do
Wood, Edward S	Miss ..	4	189	do	■	Aug. 13, 1884
Haskell, Porter D	Mich ..	6	190	do	900	do
Ferguson, William T	Ala	6	191	do	900	Aug. 14, 1884
Tillman, Abram M	Tenn ..	7	192	Treasury	900	do
Hodder, Frank H	Ill	10	193	do	1,000	do
Meyerhardt, Louis	Ga	7	194	Interior	900	do
Brown, Lewis J	Ark	3	195	Treasury	900	do
Wood, James M	Ohio ..	14	196	do	1,000	do
Green, Andrew J	Va	6	197	Interior	900	Aug. 15, 1884
Wilder, Charles S	Mass ..	8	198	Treasury	1,200	Aug. 16, 1884
Gaudin, Eugene E	Ohio ..	15	199	do	1,000	do
Bourne, Caleb P	Mass ..	3	200	Postoffice	1,000	do
Campbell, Willard S	W. Va ..	4	201	Treasury	1,000	do
Alexander, Miss Rosa S	Pa	14	202	Postoffice	900	do
Fussell, Edwin N	do	15	203	do	1,000	do
Babcock, Wallace C	N. Y ..	16	204	Treasury	1,200	do
Cook, George F	do	17	205	Interior	900	do
Mathews, Thomas H	Pa	16	206	Postoffice	1,000	Aug. 18, 1884
Arnold, Edwin S	do	17	207	do	1,000	do
Woolley, Frederick A	do	18	208	Treasury	1,000	do
Williams, Charles H	Ohio ..	16	209	do	1,200	do
Baron, Russell	do	17	210	Interior	900	do
Rosen, George B	Ky	5	211	Treasury	1,000	do
Parker, Robert W. D	do	6	212	Interior	900	do
Meyers, Charles A	Mass ..	4	213	do	1,000	do
King, George S	Md	5	214	do	1,200	Aug. 19, 1884
Kennelly, James	Ohio ..	18	215	do	900	do
Douglas, Miss Grace Rao	Neb	1	216	Treasury	■	do
Reid, Alexander M	N. Y ..	18	217	Interior	900	do
Cass, James A	Mich ..	7	218	Treasury	1,200	do
Mac Leod, Donald B	Md	6	219	do	■	do
Mulligan, John E	do	7	220	Interior	1,200	Aug. 20, 1884
Pringle, John A	Mass ..	9	221	do	1,200	do
Lauch, George A	Iowa ..	6	222	do	1,200	Aug. 21, 1884
Teicher, John G	S. C	6	223	do	900	do
Bentham, William B	N. Y ..	19	224	do	1,200	do
Forrest, T. R. Keith	D. C ..	12	225	do	1,200	do
Hunt, Henry J	Pa	19	226	do	900	do
Keefer, Joseph H	D. C ..	13	227	do	1,200	Aug. 22, 1884
Wright, George B	do	14	228	do	1,200	do
Albright, James B	do	15	229	do	1,200	do
McCall, Robert S	Mo	7	230	do	900	do
Baum, Frank M	N. Y ..	20	231	Treasury	1,200	Aug. 23, 1884
Fox, Hugh, Miss Ellen C	Va	7	232	do	900	Aug. 25, 1884
Wells, Gilbert C	do	8	233	Interior	1,200	do
Phillips, Levi C	do	9	234	do	1,200	do
Scharf, George	Pa	20	235	do	900	do
Casper, Jerry H	N. C ..	6	236	do	900	do
Rook, Cyrus	N. Y ..	21	237	do	900	do
Harvey, Evert L	do	22	238	Treasury	1,200	do
Briggs, Walter S	Ill	11	239	Interior	900	do
Morrow, David W	Me	2	240	do	900	do
Fearn, Percy B	Tenn ..	8	241	do	900	Aug. 26, 1884
Root, William A	N. Y ..	23	242	Treasury	1,200	do
Wayson, Jr., George W	Md	8	243	Interior	1,200	Aug. 27, 1884
Avcock, Walter F	Tenn ..	9	244	do	900	do
Johnson, Elbert L	Iowa ..	7	245	do	■	do
Krueger, William P	Mass ..	10	246	Treasury	1,000	do
Whiteside, Miss Anna M	Pa	21	247	do	900	do

(a) Transferred to Navy Department October 8, 1884, after special non-competitive examination, at \$1,200.

classified departmental service, July 16, 1883, to June 30, 1887—Continued.

ab- sent.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
1885	Class 1, Nov. 18, 1884		General.
			Do.
1885	\$1,000, Oct. 23, 1885		Limited.
	\$1,000, May 16, 1887		General.
1885			Do.
			Do.
		Resigned Aug. 31, 1884	Limited.
1885	Class 1, Oct. 8, 1884		General.
		Resigned Oct. 8, 1884 (a)	Limited.
1885		Dismissed May 31, 1885	General.
			Limited.
		Resigned June 30, 1885	General.
	\$1,000, Oct. 16, 1885; class 1, Aug. 1, 1886		Do.
			Do.
1885	Class 1, Jan. 31, 1885	Dropped Feb. 13, 1885	Limited.
1885	\$1,000, May 1, 1887		General.
1885			Do.
			Do.
1885	Class 1, Nov. 28, 1885		Do.
1885	Class 1, Oct. 8, 1884		Do.
1885	\$1,000, Jan. 12, 1885		Do.
1883	Class 1, Sept. 7, 1885		Do.
			Do.
	Class 1, Nov. 1, 1885		Limited.
1885		Resigned Nov. 23, 1885	General.
	Class 1, Jan. 7, 1887		Do.
1885	Class 1, Oct. 8, 1884		Do.
			Do.
	\$1,000, Feb. 15, 1887		Limited.
			General.
	\$1,000, Feb. 15, 1887		Limited.
	Class 1, Sept. 20, 1886		General.
		Dropped Feb. 18, 1885	Special pension examiner.
1885	Class 1, Oct. 23, 1885; class 2, Oct. 16, 1886 (b)		Limited.
			General.
			Limited.
			General.
			Limited.
1885	Class 1, Oct. 23, 1885	Dismissed Oct. 10, 1886	Special pension examiner.
1885			Do.
			Do.
	Class 1, Sept. 18, 1886		Limited.
			Special pension examiner.
			Do.
1885	\$1,000, June 1, 1887		Limited.
			Special pension examiner.
1885	Class 2, Nov. 25, 1886	Dismissed Feb. 21, 1885 (c)	Do.
1885	Class 2, Apr. 18, 1886; class 2, May 16, 1887		Do.
	\$1,000, Feb. 15, 1887		Limited.
1885			General.
1885			Limited.
		Dismissed Sept. 18, 1886	Special pension examiner.
			Do.
			General.
			Limited.
			General.
			Do.
	\$1,000, May 1, 1886; class 1, Feb. 15, 1887. b		Limited.
	\$1,000, Oct. 16, 1885		Do.
1885	\$1,000, Mar. 16, 1886		Do.
			General.
1885	Class 2, Apr. 1, 1887		Special pension examiner.
	Class 1, Sept. 1, 1886		Limited.
		Resigned Aug. 14, 1885	General.
			Do.
			Do.

(b) Examined for promotion under Rule XXI.

(c) Re-instated August 18, 1885.

APPENDIX TABLE I.—Appointments, promotions, separations, and restorations

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of probationary appointment.
Feralow, Louis F.....	Ind.....	9	248	Interior.....	\$900	Aug. 28, 1884
Shirley, John J.....	Wis.....	8	249	Treasury.....	900	do.....
Woodard, William F.....	Ill.....	12	250	Interior.....	900	do.....
Davis, Garrett M.....	Ky.....	7	251	Treasury.....	1,200	do.....
Hill, Miss Lois E.....	Iowa.....	8	252	do.....	900	Aug. 28, 1884
Crandall, Beatrice A.....	Minn.....	5	253	Interior.....	1,000	do.....
Marchetti, Thomas L.....	Pa.....	23	254	War.....	1,000	Aug. 30, 1884
Du Paul, Frank E.....	Mich.....	8	255	do.....	1,000	do.....
Carey, Henry.....	Pa.....	23	256	do.....	1,000	do.....
Neal, E. Everett.....	Ind.....	10	257	do.....	1,000	do.....
Wallace, Wilkins T.....	Mass.....	6	258	do.....	1,000	do.....
Stebbins, Frank E.....	Mass.....	11	259	do.....	1,000	do.....
Tibbitts, James H.....	Mich.....	9	260	Treasury.....	1,200	do.....
Constock, Miss Carrie M.....	do.....	10	261	do.....	900	do.....
Jordan, David C.....	Mo.....	8	262	War.....	1,000	do.....
Madden, Mrs. Antonia F.....	D. C.....	16	263	Postoffice.....	750	do.....
Tong, Glendie B.....	Va.....	10	264	Interior.....	900	Sept. 1, 1884
McKeown, Miss Anna H.....	do.....	11	265	Treasury.....	900	do.....
Miller, G. Lion.....	Md.....	9	266	Interior.....	1,200	do.....
Jolina, Kossay.....	do.....	10	267	do.....	1,200	do.....
Howard, Harlan P.....	Vt.....	2	268	Treasury.....	1,000	do.....
Chamberlin, William L.....	Ind.....	11	269	Interior.....	900	do.....
Jackson, Andrew T.....	N. C.....	7	270	do.....	900	do.....
Pratt, James F.....	Mass.....	6	271	do.....	900	do.....
Kendall, Quincy R. O.....	Mass.....	12	272	do.....	1,000	do.....
Roberts, Joseph W.....	Ill.....	13	273	Treasury.....	1,200	do.....
Dennis, T. Fletcher.....	do.....	14	274	Interior.....	1,000	Sept. 2, 1884
Cham, Alfred.....	Md.....	11	275	do.....	1,200	do.....
Halembro, Ernest B.....	N. Y.....	24	276	War.....	1,000	Sept. 3, 1884
Whitmarsh, Frederick C. (d).....	do.....	25	277	do.....	1,000	do.....
Guthrie, James.....	Ind.....	12	278	Interior.....	1,200	Sept. 4, 1884
Mead, Richard H.....	Illa.....	15	279	do.....	1,200	Sept. 5, 1884
Raymond, Charles H.....	Ind.....	13	280	do.....	1,200	do.....
Lord, Miss Cora A.....	Conn.....	4	281	Treasury.....	900	Sept. 8, 1884
Cutler Samuel M.....	Kans.....	5	282	Interior.....	900	Sept. 8, 1884
Wilson, Loren D.....	D. C.....	17	283	do.....	1,200	do.....
McMurphy, Mahlon.....	Ky.....	8	284	War.....	1,000	Sept. 10, 1884
Charles, Lewis N.....	Ind.....	14	285	Treasury.....	1,200	do.....
Cannon, Charles W.....	Tex.....	7	286	Interior.....	900	do.....
Smith, Edwin T.....	Mich.....	11	287	do.....	1,200	do.....
Ferguson, William I.....	Mo.....	3	288	Treasury.....	1,200	Sept. 11, 1884
Alexander, William R. H.....	Iowa.....	9	289	Interior.....	1,200	Sept. 12, 1884
Stack, John B.....	N. Y.....	26	290	do.....	900	do.....
Skutumpah, David.....	Mo.....	9	291	Postoffice.....	1,000	do.....
Clements, Frank B.....	Ala.....	7	292	Navy.....	900	Sept. 12, 1884
Turner, Leon.....	Tex.....	8	293	Interior.....	900	do.....
Loft, Albert A.....	Teun.....	10	294	do.....	900	do.....
Scott, Joseph A.....	Iowa.....	10	295	do.....	900	Sept. 13, 1884
Cooke, Hedley V.....	Pa.....	24	296	do.....	900	do.....
Smith, Puckney W.....	Ill.....	16	297	Treasury.....	1,200	do.....
Stebbins, Frank E.....	Mass.....	(c)	298	Interior.....	1,200	Sept. 16, 1884
Stackpole, Edward C.....	Cal.....	4	299	War.....	1,000	do.....
Moore, John B.....	Ill.....	17	300	Treasury.....	900	Sept. 17, 1884
Fitz, Lindley.....	Ohio.....	19	301	Treasury.....	\$1,000	Sept. 17, 1884
Frank, Charles A.....	Mass.....	13	302	do.....	1,000	do.....
McDuffie, Joseph A.....	Ga.....	8	303	do.....	900	do.....
Glover, Truman J.....	Iowa.....	11	304	War.....	1,000	Sept. 18, 1884
Kine, Samuel R.....	Ill.....	16	305	do.....	1,000	do.....
West, William W.....	Cal.....	5	306	Treasury.....	900	Sept. 18, 1884
Wickoff, John B.....	Ohio.....	20	307	Interior.....	1,200	Sept. 20, 1884
Page, William R.....	do.....	21	308	do.....	1,200	Sept. 22, 1884
Robertson, George H.....	N. Y.....	27	309	do.....	900	do.....

(a) Soldier's claim of preference. Dropped at the expiration of his probationary appointment.

(b) Transferred to Interior Department December 7, 1885, at \$1,400.

(c) Appointed as assistant examiner Patent Office.

and departmental service July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
Class 1, Mar. 20, 1886		General.
\$1,000, Apr. 16, 1886, class 1, May 1, 1887.		Do.
		Do.
		Do.
Class 1, Sept. 1, 1886		Do.
Class 1, Oct. 29, 1884 (a)		Do.
Class 1, Dec. 4, 1884		Do.
Class 1, Oct. 20, 1884	Resigned May 1, 1886	Do.
Class 1, Dec. 19, 1884	Discharged Apr. 17, 1886	Do.
Class 1, Oct. 29, 1884, class 2, Dec. 7, 1886 (b)	Resigned Dec. 6, 1886	Do.
	Resigned Sept. 15, 1884c	Do.
		Do.
Class 1, Oct. 29, 1884		Limited.
\$900, Mar. 5, 1885		General.
		Scandinavian languages.
		Limited.
		Do.
	Resigned Sept. 30, 1886	Special pension examiner.
		Do.
Class 1, Feb. 19, 1885		General.
		Limited.
		Do.
		Do.
\$1,000, Sept. 20, 1886		General.
Class 1, Oct. 1, 1886		Do.
		Do.
Class 1, Feb. 7, 1885; class 2, Dec. 1, 1885		Do.
	Resigned May 13, 1887	Special pension examiner.
Class 1, Dec. 1, 1884		General.
		Do.
		Special pension examiner.
Class 2, Nov. 1, 1885	Resigned Dec. 22, 1886	Do.
	Died Oct. 30, 1886	Do.
		Limited.
\$1,000, Apr. 16, 1886		General.
Third assistant examiner, June 29, 1886; second assistant examiner, Aug. 1, 1886		Assistant examiner, patent office.
Class 1, Apr. 1, 1886		General.
		Do.
Class 1, Dec. 1, 1886, class 3, May 16, 1887		Limited.
Class 3, Nov. 15, 1884	Dismissed June 30, 1885	Special pension examiner.
	Removed Aug. 15, 1885	General.
Class 2, Nov. 1, 1886		Special pension examiner.
Class 1, Nov. 20, 1886		General.
Class 1, Aug. 13, 1886		Do.
	Resigned Oct. 13, 1885 (e)	Do.
\$1,000, Nov. 1, 1886		Limited.
		Do.
Class 1, Sept. 16, 1886		General.
	Resigned July 23, 1886	Do.
Third assistant examiner, Aug. 1, 1886		Assistant examiner, patent office.
Class 1, Oct. 29, 1884		General.
	Removed Jan. 26, 1883	Do.
		Do.
Class 1, Jan. 27, 1886		Do.
		Limited.
		General.
		Do.
	Died Nov. 3, 1884	Limited.
	Resigned Oct. 9, 1885	Special pension examiner.
Class 2, Apr. 25, 1887		Do.
\$1,000, Sept. 1, 1885, class 1, Feb. 15, 1887.		General.

and at the expiration of his probationary appointment, transferred to Treasury Department October 13, 1885, \$900. charged.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and restor*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of appointment.
Reynolds, Charles G	N. Y. . .	28	310	Navy	\$1,000	Sept. 1
Osborne, Henry G	N. C. . .	8	311	Interior	900	Sept. 1
Seltzer, Henry H	Pa.	25	312	Treasury	900	....do
Ryan, William E	N. Y. . .	29	313	....do	900	Sept. 1
Blackburn, William D	Pa.	26	314	....do	900	....do
Selby, James N	Kans.	6	315	War	1,000	....do
Anderson, Frank E	Va.	12	316	Treasury	1,000	Sept. 1
Birdsong, Walter L	Miss.	7	317	....do	900	Sept. 1
Lovering, Miss Annie	Ky.	9	318	....do	900	....do
Beatty, Miss Sophia R	Ill.	19	319	....do	900	Sept. 1
Ranney, Miss Emma	Cal.	6	320	....do	900	Sept. 1
Hamilton, Miss Katherine R. .	N. C. . .	9	321	....do	900	Oct. 1
Janus, Anthony	D. C. . .	18	322	Interior	1,200	Oct. 1
Greeley, William B	N. H. . .	3	323	Interior	1,200	Oct. 1
Cromelin, Roland F	Ga.	9	324	Navy	900	Oct. 1
Downing, John F	Ill.	20	325	Interior	900	....do
Bissing, Gustave	Md.	12	326	....do	1,200	Oct. 1
Purdy, Frederic L	Mich.	12	327	Treasury	900	....do
Mytinger, Miss Caroline	Pa.	27	328	Navy	720	Oct. 1
Ely, George S.	N. Y. . .	30	329	Interior	1,200	....do
Reynolds, Edward C	Me.	4	330	Treasury	900	....do
Haskell, Porter D	Mich.	(b)	331	Navy	1,200	Oct. 1
Hogan, Thomas J	Ga.	10	332	Interior	1,200	Oct. 1
Kitchin, Wesley	Kans.	7	333	Treasury	900	....do
Johnson, James L	S. C.	7	334	Interior	900	....do
How, Edward S	Me.	5	335	Treasury	1,200	Oct. 1
Algate, John B	N. Y. . .	31	336	Interior	900	Oct. 1
Stockwell, Nathaniel S	Ill.	21	337	Interior	1,200	....do
Spooner, Cassius M. C	Iowa.	12	338	Treasury	1,000	Oct. 1
Grisham, Peter H	Tenn.	11	339	....do	1,200	Oct. 1
Miller, Miss Ada C	Ohio.	22	340	....do	900	Oct. 1
Kilp, Miss Pauline	D. C. . .	19	341	Interior	900	Oct. 1
Weber, George W	Va.	13	342	Treasury	1,200	....do
Burr, Mrs. Mary V .....	....do ..	14	343	Interior	900	....do
Heald, William H	Del.	2	344	Treasury	900	Oct. 1
Allen, Robert J. F	W. Va.	5	345	....do	1,000	Oct. 1
Tyler, Charles C	N. Y. . .	32	346	....do	1,200	....do
Henshaw, Richmond	R. I.	2	347	War	1,000	Oct. 1
Rosell, Claude A. O	Pa.	28	348	Treasury	1,000	Oct. 1
Moon, Miss Jessie F	Mo.	10	349	....do	900	....do
Kantz, Robert A	Pa.	29	350	War	1,000	Nov. 1
Harkness, Mrs. Mary C	Conn.	5	351	Treasury	900	....do
Titcomb, George W	Me.	6	352	War	1,000	....do
Fischer, Charles A	Ky.	10	353	....do	1,000	....do
Pryal, Andrew D	Cal.	7	354	....do	1,000	Nov. 1
Gardner, Benjamin F	Ky.	11	355	....do	1,000	Nov. 1
Allard, George	N. J.	8	356	....do	1,000	Nov. 1
Davison, Alpheus	Ill.	22	357	Interior	900	Nov. 1
Smith, John T	Ind.	15	358	War	1,000	Nov. 1
Williams, Miss Belle	Mo.	11	359	Treasury	900	Nov. 1

(a) Appointed to War Department October 13, 1885.

(b) Already charged.

(c) To accept position of fourth assistant examiner, patent office.

(d) Re-appointed October 9, 1886.

(e) Transferred to Interior Department, principal examiner pension office, December 8, 1886.

Classified departmental service, July 16, 1883, to June 30, 1887—Continued.

ab- sent.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
1885	Class 1, Sept. 1, 1885; class 2, Apr. 1, 1886.	Removed Dec. 27, 1884.....	General. Do.
.....	\$1,000, Oct. 6, 1884; class 1, Jan. 6, 1885.	.....	Do.
1885	Class 1, Dec. 2, 1885.....	.....	Do.
1885	.....	.....	Limited.
1885	Class 1, Jan. 1, 1885.....	.....	General.
1885	Class 1, Nov. 22, 1884.....	.....	Law.
1885	.....	Died Aug. 30, 1885.....	General. Limited.
1885	.....	.....	Do.
1885	.....	.....	Do.
1885	.....	.....	Do.
.....	.....	Died Mar. 6, 1885.....	Assistant examiner, patent office. Do.
1885	Third assistant examiner, June 29, 1886; second as- sistant examiner, Aug. 1, 1886.	.....	.....
1885	.....	Resigned Oct. 13, 1885(a) ..	Type-writing. General.
1885	\$1,000, Apr. 22, 1886 ..	.....	Assistant examiner, patent office.
1885	Third assistant examiner, Aug. 1, 1886; second assist- ant examiner, Mar. 1, 1887; first assistant examiner, Apr. 4, 1887.	.....	.....
.....	.....	.....	General.
1885	.....	.....	Type-writing.
1885	Third assistant examiner, June 29, 1886; second as- sistant examiner, Aug. 1, 1886.	.....	Assistant examiner, patent office.
1885	Class 1, Oct. 30, 1884.....	.....	General.
1885	.....	Resigned Aug. 18, 1886(c) ..	Expert naval clerk; non- competitive.
1885	Third assistant examiner, Oct. 16, 1886.....	Resigned July 31, 1886(d) ..	Assistant examiner, patent office.
.....	.....	.....	General.
.....	\$1,000, Feb. 15, 1887.....	.....	Limited.
.....	.....	.....	General.
1885	\$1,000, Apr. 26, 1887 ..	.....	Do.
.....	Third assistant examiner, Aug. 1, 1886.	Resigned Oct. 15, 1886.....	Assistant examiner, patent office.
1885	.....	.....	General.
1885	.....	.....	Do.
1885	.....	.....	Limited.
1885	\$1,000, Aug. 16, 1886; class 1, Jan. 10, 1887.	.....	Topographical draughtsman.
.....	\$2,000, Dec. 8, 1886 ..	Resigned Dec. 8, 1886(e) ..	Law.
.....	\$1,000, Dec. 1, 1885 ..	.....	Topographical draughtsman.
1885	.....	.....	General.
1885	.....	.....	Do.
.....	.....	.....	Law.
.....	.....	.....	General.
1885	.....	Resigned (f) ..	Do.
.....	.....	.....	Limited.
1885	Class 1, Mar. 11, 1885 ..	.....	General.
.....	.....	.....	Limited.
.....	Class 1, Sept. 1, 1885 ..	.....	General.
.....	Class 1, Dec. 19, 1884 ..	.....	Do.
1886	Class 1, Jan. 11, 1886.....	Dropped June 8, 1885(h) ..	Do.
1885	Class 1, Apr. 22, 1886; class 2, Aug. 16, 1886.	Resigned Dec. 2, 1885(i) ..	Do.
.....	.....	Dropped (j) ..	Do.
1885	\$1,000, Apr. 1, 1887 ..	.....	Limited.
1885	Class 1, Mar. 24, 1885 ..	.....	General.
.....	.....	Died Apr. 1, 1885 ..	Limited.

Dropped at the expiration of his probationary appointment.
Appointed assistant examiner, patent office.
Reinstated July 11, 1885.
Transferred to Interior Department December 3, 1885, \$1,000.
For failure to report after taking oath of office.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and rests*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of appointment.
Rhodes, Daniel	Colo	2	360	Treasury	900	Nov.
Mallory, Miss Ada L.	La	4	361	do	900	Nov.
Watkins, jr., William	N. J.	9	362	do	1,000	Nov.
Sperry, Andrew F.	Iowa	13	363	Postoffice	1,000	Nov.
Winsor, William H.	S. C.	8	364	Interior	900	Dec.
Baxter, George T.	N. J.	10	365	Treasury	1,200	do
Howell, John H.	Ill	23	366	Interior	900	do
Hawn, John Phelan	Tex	9	367	War	1,000	do
Bartlett, Miss Agnes S.	Ala		368	Postoffice	720	Dec.
Nourse, Mrs. Emily L.	N. Y.	33	369	Treasury	900	Dec.
Rockwood, Gilbert	Pa	30	370	do	1,000	do
Mussaens, Miss Marie	Va	15	371	Postoffice	720	do
Worth, Wilmer	Cal	8	372	Navy	1,000	Dec.
Town, Mrs. Mary L.	Wis	7	373	Postoffice	720	Dec.
Norris, Phebe R.	Pa	31	374	Treasury	900	Dec.
Stiles, Albert W.	Minn	6	375	do	1,000	Dec.
Frisbie, Henry S.	Ala	8	376	do	900	Dec.
Smith, Miss Isabel	Mass	8	377	do	900	Dec.
Byrnes, Eugene A.	N. Y.	34	378	Interior	\$1,200	do
Pike, Charles E.	Wis	8	379	War	1,000	Dec.
Goines, William H.	D. C.	20	380	Interior	900	Jan.
Magnon, Miss Alice M.	Tex	10	381	Postoffice	720	Jan.
Eckerson, Rufus P.	Mont	1	382	do	1,000	do
Temple, Edwin G.	Wis	9	383	War	1,000	Jan.
Lewis, Exum P.	N. C.	10	384	do	1,000	do
Hubachek, Frank R.	Wis	10	385	War	1,000	do
Barbour, Frank A.	Mo	13	386	Postoffice	1,000	Jan.
Fitch, Henry	Ind	16	387	Treasury	1,000	Jan.
Meany, Richard T.	Fla	3	388	War	1,000	do
Dent, Sidney H.	Tex	11	389	Treasury	900	Jan.
Fletcher, Frank D.	N. Y.	35	390	War	1,000	Jan.
Acker, Miss Kate R.	do	36	391	Interior	(c)	Jan.
Horton, Miss Lucy W. R.	Ala	9	392	Postoffice	720	Feb.
Lewis, Frank D.	Ark	4	393	War	1,000	Feb.
Sayles, Henry C.	R. I.	3	394	do	1,000	do
Morse, Hiram B.	Ill	24	395	do	1,000	Feb.
Erskine, Harlo L.	Neb		396	Treasury	1,000	do
Allan, Miss Jessie	do	3	397	Postoffice	900	Feb.
Weeks, Miss Mary E.	La	5	398	Interior	900	Feb.
Childs, Miss Carrie	Neb	4	399	Postoffice	720	Feb.
Gambrill, Miss Maria	Ga	11	400	Interior	900	Feb.
Holtzclaus, Willie B.	Ky	12	401	Postoffice	900	Mar.
Seavor, Horace N.	Cal	9	402	War	1,000	Mar.
Ballard, Lyman	N. Y.	37	403	do	1,000	do
Wiggins, J. Vinson	Tex	12	404	do	900	do
Worley, Nathaniel T.	Tenn	12	405	do	1,000	do
Gibbs, James T.	Ky	13	406	Treasury	900	Mar.
Mecutchen, Cornelius D.	Pa	32	407	War	1,000	Mar. 1
Crutchfield, George A.	Tex	13	408	do	1,000	do
Kennedy, John F.	Miss	9	409	Treasury	900	Mar. 1
Prince, Oliver H.	Ga	12	410	do	900	Mar. 1
Spates, Miss Emma S.	N. C.	11	411	do	900	do
Barnwell, R. Grant	Pa	33	412	War	1,000	Mar. 2
Walker, Miss Georgia S.	Nev	1	413	Postoffice	900	do
Cardozo, George H.	S. C.	9	414	War	1,000	Mar. 3
Young, Edward J.	La	6	415	do	1,000	Mar. 3
Davis, George P.	do	7	416	do	1,000	Mar. 3
Holmes, Talley R.	S. C.	10	417	do	1,000	do

(a) Transferred to Interior Department November 24, 1885, class 2.

(b) Transferred to Interior Department February 15, 1887.

(c) Transferred to Interior Department December 6, 1886, at \$1,400.

(d) Transferred to War Department January 29, 1886, at \$1,000.

classified departmental service, July 16, 1883, to June 30, 1887—Continued.

Rank.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
85	Class 2, Nov. 24, 1885	Resigned Nov. 24, 1885(a) ..	General.
85	.....	.....	Limited.
85	Class 1, Apr. 17, 1885 .....	.....	Law.
85	Class 1, Sept. 7, 1885 .....	.....	Do.
85	.....	Died Mar. 7, 1885	Limited.
85	.....	.....	Law.
85	Class 1, Mar. 11, 1885	Discharged Apr. 23, 1885 ..	General.
85	.....	Removed Dec. 11, 1884	Do.
85	.....	.....	Limited.
85	.....	(b)	Do.
85	\$900, Aug. 26, 1885 .....	.....	General.
85	.....	.....	French and German languages.
85	.....	.....	Medical science.
85	\$900, Feb. 1, 1885 .....	.....	Limited.
85	.....	.....	General.
85	Class 1, June 18, 1885 .....	.....	Do.
85	Class 1, Jan. 19, 1886 .....	.....	Limited.
85	.....	.....	Do.
85	Third assistant examiner, Aug. 1, 1886; second assistant examiner, Mar. 1, 1887.	.....	Assistant examiner patent office.
85	Class 1, Jan. 27, 1885; class 2, Dec. 6, 1886.	(c)	General.
85	Class 1, Aug. 9, 1886 .....	.....	Type-writing.
85	\$900, July 1, 1885	Resigned June 22, 1887 ..	General.
85	Class 1, Aug. 13, 1886 .....	.....	Do.
85	Class 1, May 5, 1885	Resigned Mar. 25, 1887 ..	Do.
85	do .....	.....	Do.
85	Class 1, May 8, 1885	Resigned Dec. 27, 1886 ..	Do.
85	Class 1, Sept. 7, 1885 .....	.....	Do.
85	.....	.....	Do.
85	Class 1, May 8, 1885 .....	.....	Do.
85	\$1,000, Jan. 29, 1886; class 1, Oct. 23, 1886.	Resigned Jan. 29, 1886(d) ..	Do.
85	Class 1, May 27, 1885 .....	.....	Do.
85	.....	.....	Copyist of drawings, patent office.
85	.....	.....	Limited.
85	Class 1, Dec. 2, 1886 .....	.....	General.
85	.....	.....	Do.
85	Class 1, June 19, 1885 .....	.....	Do.
85	Class 1, Mar. 13, 1885	(f)	Do.
85	.....	Resigned Aug. 31, 1885	Do.
85	\$1,000, Apr. 16, 1886; class 1, Aug. 1, 1886; class 2, Apr. 1, 1887.	.....	Limited.
85	\$900, Aug. 26, 1885	Removed June 21, 1887	Do.
85	\$1,000, Apr. 1, 1887 .....	.....	Do.
85	.....	Resigned Jan. 10, 1886	Do.
85	.....	Resigned Sept. 15, 1885 ..	General.
85	.....	Resigned Sept. 22, 1885(g) ..	Do.
85	\$1,000, Aug. 4, 1886	Removed Sept. 2, 1885(h) ..	Do.
85	.....	.....	Do.
85	.....	.....	Limited.
85	.....	Resigned Apr. 24, 1886	General.
85	.....	.....	Do.
85	.....	Died Apr. 30, 1885	Limited.
85	.....	.....	Do.
85	Class 1, Oct. 19, 1886 .....	.....	Do.
85	.....	Resigned, Jan. 15, 1886	General.
85	.....	.....	Limited.
85	.....	.....	General.
85	.....	.....	Do.
85	.....	.....	Do.
85	.....	.....	Do.

(e) Copyist.

(f) Soldier's claim of preference.

(g) Soldier's claim of preference. Re-appointed May 18, 1886.

(h) Re-instated and absolutely appointed August 4, 1886, at \$1,000.

APPENDIX TABLE 1.—Appointments, promotions, separations, and rest

Name.	Legal residence.	Appoint-ments to each state.	Whole number of appoint-ments.	Department to which certi-fied.	Grade for which certified.	Date last appo-
Vickery, William J.	Ind	17	418	War	\$1,000	Apr.
Walker, Frank B.	Ohio	23	419	do	900	Apr
Cash, John F.	N. Y.	38	420	do	1,000	Apr
Selah, Harry W.	Neb	5	421	do	1,000	Apr
Goode, John J. A.	Ill	25	422	do	1,000	Apr
Cox, John C.	Ohio	24	423	do	1,000	Apr
Beat, Miss Minnie L.	N. C.	12	424	Postoffice	750	Apr
Giles, George E.	Wis	11	425	War	1,000	....d
Gantner, Otto C.	N. J.	11	426	Interior	1,200	Apr.
Fehnestock, Solomon B.	Pa	34	427	War	1,000	Apr.
Bailey, Parker N.	Mass	14	428	do	1,000	Apr
Sargent, Daniel K.	Iowa	14	429	do	1,000	....d
Thönnasen, William J. R.	Tex	14	430	do	1,000	Apr
Long, James A.	Ill	20	431	do	1,000	Apr.
Osborne, Ernest B.	N. Y.	39	432	do	1,000	Apr.
Wilkin, Thomas A.	Ohio	25	433	do	1,000	Apr.
Hinzen, Paul B.	Ky	14	434	do	1,000	Apr
Williams, Charles	do	15	435	do	1,000	Apr
Dowen, Ervin W.	N. Y.	40	436	do	1,000	May
Hughes, William J.	Pa	35	437	Justice	....	....d
Hampton, Rodolph	Mine.	10	438	Interior	1,200	May
McPherson, Olando M.	Kans	4	439	War	1,000	....d
Stevens, Charles	Mich	13	440	do	1,000	....d
Zappone, Claude B.	Ga	13	441	do	1,000	....d
Getchell, Addison C.	Mass	15	442	Interior	1,200	May
Stagg, Pierce H.	Ohio	26	443	do	(d)	May
Scribner, Frank L.	I'a	36	444	Agriculture	....	....d
Berry, John T.	Ala	10	445	War	1,000	....d
Bailey, Edwin D.	Mass	16	446	do	1,000	May
Huston, William H.	Iowa	15	447	do	1,000	May
Scudder, Henry T.	Wis	12	448	do	1,000	May
Wilcox, Adolphus D.	Pa	37	449	do	1,000	May
Himes, Isadore H.	Ill	27	450	do	1,000	May
Grabill, Ethelbert W.	Mo	13	451	do	1,000	May
May, Edward S.	Mich	14	452	Treasury	900	....do
Garrison, Julien De E.	Tex	15	453	War	1,000	May
Shenk, Alonso W.	Pa	38	454	do	1,000	June
Shadbolt, Charles D.	Mo	14	455	do	1,000	....do
Kaye, Walter S.	do	15	456	do	1,000	....do
Shannon, Harvel M.	Ill	20	457	do	1,000	June
Walton, Clifford S.	Mich	15	458	do	1,000	June
Franta, William A.	W. Va	6	459	do	1,000	June
Garrison, Ethridge	Tenn	13	460	do	1,000	June
Waters, Louis L.	N. Y.	41	461	do	1,000	June
Madden, Thomas F.	Pa	30	462	War	1,000	....do
Pratt, Alexis L.	Cal	10	463	do	1,000	June
Harshberger, Frank M.	Pa	40	464	do	1,000	June
Futler, Thomas H.	Conn	6	465	Postoffice	1,000	July
Smith, Peter D.	Ind	18	466	War	1,000	....do
Lake, Amos	Ohio	27	467	do	1,000	....do
Austin, Henry E.	Pa	41	468	do	1,000	....do
Garnier, Miss Madeline A.	do	42	469	Postoffice	1,200	....do
Bayard, J. Wilson	do	43	470	State	....	....do
Taylor, Julian	Va	16	471	do	1,200	....do
Moore, John B.	Del	3	472	do	1,200	....do
Graham, Edward J.	N. Y.	42	473	Treasury	1,000	....do
Kellar, Owen	Ohio	28	474	do	1,200	July
Jennings, Jr., Robert W.	Tenn	14	475	War	1,000	July
Whitney, Charles F.	Ill	29	476	do	1,000	....do

(a) Appointed to clerkship on civil-service commission.

(b) Soldier's claim of preference.

(c) Expired by limitation of law May 17, 1886. Appointed to War Department by transfer May 11

(d) Copyist.

(e) Dropped at expiration of probationary appointment.

ified departmental service, July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
.....	Resigned July 23, 1885(a)	General.
.....	.....	Do.
.....	.....	Do.
.....	.....	Do.
.....	.....	Do.
.....	.....	Do.
Class 1, Aug. 14, 1885	.....	Limited.
Class 1, Mar. 1, 1886	.....	.....
\$900, Sept. 12, 1885; \$1,000, Dec. 22, 1886.	.....	General.
Class 1, July 11, 1885	.....	Assistant examiner, patent office.
Third assistant examiner, June 29, 1886; second assistant examiner, Aug. 1, 1886.	.....	.....
.....	Discharged June 30, 1887..	General.
.....	.....	Do.
.....	(b)	Do.
Class 1, Apr. 5, 1886	.....	Do.
Class 1, July 11, 1885	.....	Do.
.....	.....	Do.
.....	.....	Do.
Class 1, Sept. 15, 1886	.....	Do.
.....	Resigned June 12, 1886.	Do.
.....	Discharged July 5, 1886.	Do.
.....	.....	Telegraphy.
Class 2, May 4, 1886; class 3, Apr. 10, 1887.	.....	General.
.....	.....	Do.
.....	Resigned June 8, 1885	Do.
Class 1, Aug. 6, 1885	.....	Do.
.....	Resigned April 19, 1887(c)	Proof-reader.
.....	.....	Type-writing.
.....	.....	Assistant botanist
.....	(e)	General.
.....	.....	Do.
.....	.....	Do.
.....	Resigned June 30, 1886.	Do.
.....	.....	Do.
.....	Discharged Mar. 2, 1887	Do.
Class 1, Aug. 14, 1885	.....	Do.
.....	.....	Limited.
Class 2, Feb. 15, 1886	Resigned Jan. 5, 1886;(f) resigned Aug. 29, 1886.	General.
.....	.....	Do.
.....	.....	Do.
.....	.....	Do.
Class 1, Sept. 23, 1885	.....	Do.
do	.....	Do.
.....	Resigned Aug. 22, 1885	Do.
Class 1, Sept. 23, 1885; class 2, Jan. 1, 1887.	Resigned Dec. 12, 1886;(g) resigned Mar. 31, 1887.	Do.
.....	.....	Do.
.....	Resigned Feb. 28, 1886;(h) died Nov. 10, 1886.	General.
Class 1, Aug. 1, 1886	.....	Do.
.....	.....	Do.
Class 1, Mar. 31, 1886	.....	Do.
.....	(i)	Do.
Class 1, Nov. 18, 1886	.....	Do.
Class 1, Sept. 23, 1885	.....	Do.
.....	.....	Italian, German, and French languages.
.....	.....	State Department.
.....	.....	Do.
.....	.....	Do.
.....	.....	Law(f)
.....	.....	General.
Class 1, Feb. 15, 1886	Resigned June 28, 1887....	Do.
Class 1, Nov. 1, 1886	.....	Do.

(f) To accept position in Interior Department.

(g) Transferred to Interior Department December 12, 1886, class 1

(h) Re-appointed March 26, 1886.

(i) Dropped at expiration of probationary appointment.

(j) Non-competitive.

APPENDIX TABLE 1.—Appointments, promotions, separations, and restorations

Name.	Legal residence.	Appoint-ments to each state.	Whole number of appoint-ments.	Department to which certified.	Grade for which certified.	Date of preliminary appointment.
Harris, Edward F.....	N. Y.	43	477	Postoffice.....	\$1,000	July 4, 1885
Rinley, William P.....	La.	8	478	War.....	1,000	July 7, 1885
Wilber, Porlee B.....	N. Y.	44	479	Justice.....	900	July 9, 1885
Bostick, Miss Gullie C.....	S. C.	11	480	Agriculture.....	900	July 11, 1885
Gray, William M.....	Pa.	44	481	War.....	1,000	July 14, 1885
Boykin, James C.....	Ga.	14	482	do.....	1,000	July 15, 1885
Friend, Harvey M.....	Ohio	29	483	Interior.....	1,000	July 25, 1885
Hallam, Orrin B.....	Ky.	18	484	Treasury.....	1,200	July 31, 1885
Houss, Miss Alice M.....	Mo.	16	485	Postoffice.....	720	Aug. 5, 1885
Washburn, Charles L. D.....	N. J.	12	486	Treasury.....	1,200	Aug. 14, 1885
Van Brunt, Ruff.....	N. Y.	45	487	Postoffice.....	1,200	Aug. 15, 1885
Waring, Frank E.....	do.	46	488	do.....	1,000	Aug. 16, 1885
Munce, Thomas Q.....	La.	9	489	do.....	1,000	Aug. 20, 1885
Warber, Jr., Frederick.....	S. C.	12	490	Treasury.....	1,200	Aug. 22, 1885
Blevins, John A.....	Mo.	17	491	Postoffice.....	1,000	Aug. 24, 1885
Anderson, Lindley S.....	Ark.	5	492	do.....	1,000	Aug. 24, 1885
Murphy, James T.....	N. C.	13	493	Treasury.....	1,200	Aug. 26, 1885
Grandfield, Charles P.....	Mo.	18	494	Postoffice.....	1,000	Aug. 27, 1885
Griswold, Harry G.....	Ga.	15	495	do.....	1,000	Sept. 1, 1885
Kimball, Edward F.....	Mass.	17	496	do.....	1,000	Sept. 2, 1885
Preston, Frederick A.....	Minn.	7	497	do.....	1,000	Sept. 4, 1885
Smedes, Charles W.....	N. C.	14	498	do.....	1,000	Sept. 5, 1885
Seaman, Miss Henrietta J.....	Ind. T.	1	499	do.....	720	Sept. 14, 1885
Smith, Miss Margaret L.....	Vt.	3	500	do.....	720	do
Niven, Manahlin.....	N. Y.	47	501	do.....	1,000	Sept. 15, 1885
Reeve, Nathan.....	do.	48	502	Treasury.....	1,200	do
Barbour, Frederick E.....	Mo.	19	503	Postoffice.....	1,000	Sept. 21, 1885
Reppert, William V.....	Ky.	17	504	Treasury.....	1,200	Sept. 21, 1885
Reynolds, Edward C.....	do.	(f)	505	do.....	1,200	do
Shea, Dennis C.....	do.	7	506	do.....	1,200	do
Megrath, William A.....	Ga.	14	507	do.....	1,200	do
Beall, Everett S.....	Md.	13	508	War.....	1,200	Sept. 24, 1885
Laws, Miss Kitty J.....	Iowa	16	509	Postoffice.....	720	do
Muller, Frederick J.....	Miss.	11	510	Treasury.....	1,200	do
Niver, Edwin B.....	N. Y.	49	511	do.....	1,200	Sept. 26, 1885
Burger, Oliver P.....	Ill.	30	512	Postoffice.....	1,000	do
Crisp, Thomas B.....	do.	31	513	Treasury.....	1,200	Sept. 28, 1885
Watson, William B.....	Tenn.	35	514	do.....	1,200	Sept. 28, 1885
Barton, Edward.....	N. Y.	50	515	do.....	1,200	Oct. 1, 1885
Galbraith, John C.....	Mich.	16	516	do.....	1,000	do
Pettis, John S.....	Ind.	19	517	do.....	1,200	do
Daniel, John W.....	Tex.	16	518	do.....	1,200	Oct. 2, 1885
Gallagher, Anthony J.....	Pa.	45	519	do.....	1,200	Oct. 5, 1885
Willis, Theodore.....	Dak.	2	520	do.....	900	do
Hamner, George W.....	Ala.	11	521	do.....	1,200	do
Raymond, John U.....	Tex.	17	522	Interior.....	1,800	Oct. 12, 1885
Cromelin, Roland F.....	Ga.	(f)	523	War.....	1,200	Oct. 13, 1885
Browne, Herbert J.....	N. H.	4	524	Postoffice.....	900	do
Lewis, Miss Julia M.....	Ark.	6	525	do.....	720	do
Butcher, John H. U.....	Idaho.	1	526	Treasury.....	1,200	Oct. 14, 1885
Gardner, Miss Nellie.....	Wis.	13	527	Agriculture.....	900	Oct. 15, 1885
Schoonmaker, Samuel H. B.....	La.	10	528	Treasury.....	900	do
Frisbie, William L.....	Ala.	12	529	do.....	900	Oct. 16, 1885
McGill, Miss Minnie C.....	D. C.	21	530	do.....	900	Oct. 21, 1885
Brown, Sherman J.....	Colo.	3	531	do.....	900	do
Cleveland, Miss Cynthia B.....	Dak.	3	532	do.....	1,000	Oct. 22, 1885
Staples, Samuel G.....	Va.	17	533	Interior.....	1,800	Oct. 24, 1885

(a) Transferred to Interior Department, April 25, 1887, \$1,200.

(b) Soldier's claim of preference.

(c) Transferred to Interior Department January 7, 1887, \$1,200.

(d) Married; now Mrs. Johanna H. Gies.

the classified departmental service, July 16, 1883, to June 30, 1887—Continued.

Date of absolute appointment.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
Jan. 15, 1886	Class 1, Feb. 11, 1886, class 2, Dec. 22, 1886.		General.
Jan. 7, 1886			Do.
Jan. 9, 1886			Type-writing.
Jan. 12, 1886	\$1,000, July 1, 1886		Do.
Jan. 14, 1886	Class 1, Mar. 1, 1886		Histology and microscopy.
Jan. 16, 1886	Class 1, Apr. 25, 1887	Resigned Apr. 25, 1887 (a)	General.
Jan. 25, 1886			Law
Jan. 30, 1886			Do.
Feb. 2, 1886	\$900, Sept. 1, 1885		Limited.
Feb. 12, 1886			Law
Feb. 16, 1886	Class 2, Dec. 22, 1886	(b)	General.
do	Class 1, Sept. 23, 1886		Do.
do	Class 1, Mar. 9, 1886; class 2, Aug. 13, 1886		Do.
Mar. 21, 1886			Law.
Mar. 2, 1886	Class 1, Jan. 11, 1886, class 2, June 14, 1886; class 3, Dec. 22, 1886.		General.
Apr. 16, 1886	Class 1, Mar. 9, 1886	Resigned Jan. 7, 1887 (c)	Do.
Apr. 26, 1886			Do.
Apr. 4, 1886	Class 1, Aug. 13, 1886		Do.
do	do		Do.
Apr. 2, 1886	do		Do.
do	Class 1, Dec. 22, 1886		Do.
Apr. 4, 1886	Class 1, Apr. 9, 1887		Do.
Apr. 17, 1886	\$900, Feb. 11, 1886	(d)	Do.
do	\$900, Apr. 1, 1886		Limited.
do	Class 1, Jan. 11, 1886; class 2, Aug. 16, 1886.	Resigned Apr. 4, 1886 (e)	General.
Apr. 15, 1886			Law.
Apr. 17, 1886	Class 1, Jan. 11, 1886		General.
Apr. 23, 1886			Law
Apr. 7, 1886			Do.
Apr. 23, 1886			General.
do		Resigned Nov. 27, 1886 (g)	Do.
Apr. 24, 1886			Stenography and type-writing.
Apr. 17, 1886	\$900, Dec. 4, 1885		Limited.
Apr. 24, 1886			General.
Apr. 26, 1886			Do.
Apr. 27, 1886		Removed Jan. 7, 1886	Do.
Apr. 28, 1886		(b)	Do.
Apr. 29, 1886		Removed Aug. 3, 1886	Do.
Apr. 1, 1886			Do.
do			Do.
do			Law
Apr. 2, 1886			General.
Apr. 5, 1886			Law.
do			General.
do			Do.
Apr. 12, 1886			Medical examiner, pension office.
Apr. 13, 1886		Resigned Jan. 31, 1887	Stenography
Apr. 14, 1886	\$1,000, Oct. 19, 1885		General.
Apr. 16, 1886	\$900, Dec. 16, 1885		Limited.
Apr. 15, 1886	\$1,000, July 1, 1886	Died Jan. 24, 1886	General.
do			Horticulture.
Apr. 16, 1886			Limited.
Apr. 19, 1886			General.
Apr. 21, 1886			Type-writing.
do			General.
Apr. 22, 1886			Law.
Apr. 24, 1886			Medical examiner, pension office.

(a) Transferred to Interior Department April 6, 1886, \$1,200.

(f) Already charged.

(g) Transferred to Interior Department, patent office, fourth assistant examiner, November 27, 1886.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and restorations.*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of appointment.
Rhodes, Charles	Ohio ..	30	534	Interior	\$900	Oct. 1
Du Bone, George P.	Ga.	17	536	do	1,800	Oct. 1
Cummar, Robert M.	Tenn. ..	16	535	Treasury	1,200	Nov.
Wood, Robert L.	Mo.	20	537	Interior	1,800	Nov.
Woodley, David	Ohio ..	31	538	War	1,200	do
Legare, Alexander B.	S. C.	13	539	do	1,200	Nov.
Cotwell, James H.	Pa.	46	540	War	1,200	Nov.
Conroy, William E.	N. Y.	51	541	Interior	1,800	Nov.
Lupton, Silas L.	Va.	18	542	Treasury	1,000	Nov. 1
Harrison, Ezra B.	Oreg.	1	543	do	1,200	Nov. 1
Clerk, Joshua H.	Kans.	9	544	do	900	Nov. 1
Heall, Seward	Md.	14	545	War	1,000	Nov. 2
Nash, Miss Annie H.	Mo.	21	546	Interior	900	Dec.
Thompson, Miss Minette ..	Mass.	18	547	do	900	do
Sterling, Miss Elizabeth B. .	do	19	548	do	900	do
Shaw, Alexander P.	D. C.	22	549	do	900	do
Bludgett, George E.	Mo.	8	550	do	900	do
Rhodes, Miss Roberta	Tenn.	17	561	do	900	do
Dubney, Thomas S.	La.	11	552	do	1,800	do
Smith, Miss Carrie E.	Va.	19	553	Justice	900	Dec. 1
Telford, Miss Katharine J. .	Tenn.	18	554	Interior	900	Dec. 1
Kilts, Mrs. Mary E.	N. Y.	52	555	Agriculture ..	900	Dec. 1
Burke, Miss Hinda L.	Ind.	20	556	Postoffice ..	720	Dec. 2
Brooke, William L.	Oregon ..	2	557	do	1,800	do
Morton, John T.	Kans.	10	558	do	1,000	Dec. 2
Bassett, Miss Lizzie M.	Vt.	4	559	do	720	Dec. 3
Collins, Edward J.	Miss.	4	560	do	1,000	Jan. 4
Opton, Frederick E.	N. J.	13	561	Interior	1,400	Jan. 4
Hubbard, Mrs. Kate E.	Ohio ..	32	562	do	900	Jan. 14
Smith, Thomas H.	Va.	20	563	Treasury	1,000	Jan. 19
Mitchell, Samuel C.	Iowa ..	17	564	War	1,000	Jan. 20
Atkins, John W. G.	Ark.	7	565	Postoffice ..	1,000	Jan. 20
Baums, Robert Lee.	Miss.	12	566	do	1,000	Jan. 21
Pollack, George F.	Ohio ..	33	567	War	1,000	Jan. 25
Angell, Albert E.	R. I.	4	568	do	1,000	Jan. 26
Bartington, William L.	Ill.	32	569	Navy	1,400	do
Deek, William M.	W. Va.	7	570	War	1,000	Jan. 26
Jennings, Miss Nettie C.	Wis.	14	571	Interior	900	Feb. 1
Moore, Miss Hattie B.	N. Y.	53	572	do	900	do
Mast, Mrs. Kate E.	Mo.	22	573	do	900	do
Herring, Carl E.	Wis.	15	574	Postoffice ..	1,000	Feb. 1
Scanlan, Charles M.	do	16	575	Treasury ..	900	do
Hetfield, Charles K.	N. Y.	54	576	Postoffice ..	1,000	Feb. 1
Mess, Michael A.	Ind.	21	577	War	1,000	Feb. 4

(a) Transferred to fourth assistant examiner August 6, 1886; soldier's claim of preference.

(b) Reduced to \$1,400 April 20, 1887.

(c) Transferred to Interior Department, patent office, March 17, 1887, \$900.

(d) Soldier's claim of preference.

to the classified departmental service, July 16, 1833, to June 30, 1837—Continued.

Date of absolute appointment.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
Apr. 26, 1886	Class 1, Dec. 1, 1885; fourth assistant examiner, Aug. 6, 1886.	(a)	Proof-reader.
May 1, 1886	.....	.....	Medical examiner, pension office.
do .....	.....	.....	Law.
May 4, 1886	.....	(b)	Medical examiner, pension office.
do	Fourth assistant examiner, Mar. 19, 1887.	Resigned Mar. 16, 1887(c)	Nautical science.
May 5, 1886	.....	.....	Do.
May 6, 1886	.....	.....	Do.
May 7, 1886	.....	Resigned May 31, 1887.	Medical examiner, pension office.
May 10, 1886	Class 1, Jan. 14, 1886.	.....	Law.
May 12, 1886	.....	(d)	General.
May 15, 1886	.....	.....	Do.
May 24, 1886	.....	.....	Type-writing.
June 1, 1886	\$1,000, Aug. 1, 1886; class 1, Mar. 1, 1887.	Dismissed June 30, 1887 (e)	Examiner's clerk, patent office.
do	\$1,000, Aug. 1, 1886.	.....	Do.
do	\$1,000, Aug. 1, 1886; class 1, Dec. 17, 1886.	.....	Do.
do	Fourth assistant examiner, Feb. 16, 1886; third assistant examiner, Aug. 1, 1886.	.....	Do.
do	Fourth assistant examiner, Jan. 16, 1886; third assistant examiner, June 29, 1886; second assistant examiner, Aug. 1, 1886; first assistant examiner, April 16, 1887.	.....	Do.
do	\$1,000, Sept. 1, 1886; class 1, Apr. 4, 1887.	.....	Do.
do .....	.....	Resigned June 30, 1887.	Medical examiner, pension office.
June 15, 1886	.....	.....	Type-writing.
do .....	.....	.....	Examiner's clerk, patent office.
June 17, 1886	\$1,000, July 1, 1886	.....	Type-writing.
June 19, 1886	\$900, June 7, 1886	.....	Limited.
do	Class 1, Aug. 13, 1886	Resigned Mar. 31, 1887(f)	General.
July 1, 1886	.....	.....	Do.
June 22, 1886	\$300, Mar. 5, 1886	.....	Limited.
June 23, 1886	Class 1, Apr. 6, 1886	.....	General.
July 6, 1886	Class 3, May 1, 1887	.....	Proof-reader.
Aug. 1, 1886	\$1,000, Mar. 1, 1887	.....	Examiner's clerk, patent office.
July 19, 1886	Class 2, May 29, 1886	.....	Book-keeping.
Aug. 10, 1886	Class 1, Aug. 1, 1886	.....	General.
July 16, 1886	Class 1, May 22, 1886; class 2, Dec. 22, 1886.	.....	Do.
do	Class 1, Dec. 22, 1886	.....	Do.
July 25, 1886	Class 1, Aug. 1, 1886	.....	Do.
July 26, 1886	Class 1, Aug. 24, 1886	.....	Do.
July 27, 1886	.....	.....	Book-keeping.
July 29, 1886	Class 1, Oct. 23, 1886	.....	General.
Aug. 1, 1886	\$1,000, Nov. 10, 1886	.....	Examiner's clerk, patent office.
do	\$1,000, Aug. 22, 1886; class 1, Apr. 16, 1887.	.....	Do.
do	\$1,000, Aug. 1, 1886; class 1, Mar. 1, 1887.	.....	Do.
July 29, 1886	Class 1, Aug. 13, 1886	.....	General.
Aug. 2, 1886	\$1,000, June 29, 1886; \$1,200, July 24, 1886; \$1,400, Mar. 24, 1887.	.....	Law.
do	Class 1, Oct. 19, 1886	.....	General.
Aug. 4, 1886	Class 1, Aug. 4, 1886	Resigned May 4, 1887(g)	Do.

(e) Reinstated since period covered by report.

(f) To accept position of special pension examiner, Interior Department.

(g) Transferred to Interior Department, May 4, 1887, class 1.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and res*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of appointment.
Holmes, Samuel C	Kans ..	11	578	Treasury	\$900	Fel
White, James R	D. C ..	23	579	do	1,200	Fel
Bibb, Homer J	Mo	23	580	do	900	Fel
Gibbs, George L	Ohio ..	34	581	do	1,200	...
Wood, William H. S	Mich ..	17	582	Postoffice	1,000	Fel
Ranney, Miss Katherine	Ohio ..	35	583	do	900	...
Robertson, Mrs. Gay	Ind	22	584	Interior	900	Fel
Hotaling, William J	N. Y ..	55	585	Treasury	1,200	Fel
Tomlinson, John S	N. C ..	15	586	do	900	Fel
Canaday, Frederick	N. Y ..	56	587	do	1,200	Fel
Boelter, Emil H	Ark	8	588	Postoffice	900	Fel
Barrett, James F	N. C ..	16	589	Treasury	1,200	Fel
McDermott, Charles F	D. C ..	24	590	War	900	Ma
Gorgas, Richard H	Ala	13	591	do	1,000	...
Heinsler, Harry S	Md	15	592	Treasury	1,200	...
West, Robert R	Ky	18	593	do	1,200	...
Jenner, Norman R	Ill	33	594	do	1,200	Ma
Platt, Wilmer G	Ind	23	595	do	1,200	Ma
Mower, Charles E	Conn ..	7	596	Postoffice	1,000	...
Wheat, Miss Emma J	W. Va ..	8	597	Interior	720	Ma
Strayer, Mrs. Laura L	do	9	598	do	900	...
Browne, Miss Rosa C	D. C ..	25	599	do	900	...
West, Laomer	Cal	11	600	Treasury	1,400	Ma
Kinnear, John B	Ill	34	601	do	1,200	...
Hutchins, Charles L	Md	16	602	do	1,200	Ma
Polindexter, Claude L	Ill	35	603	do	1,200	Ma
Harper, Kenton N	Pa	47	604	War	1,000	...
Guss, Mary F., Miss	do	48	605	do	(b)	Ma
Kellogg, Edward B	Conn ..	8	606	Postoffice	1,000	...
Keck, Daniel W	Ohio ..	36	607	Treasury	1,200	Ma
Carr, William E	Ind	24	608	do	1,200	Ma
Wayland, Confucius L	Wash ..	1	609	Postoffice	900	Ma
Horgan, John J	Mass ..	20	610	Treasury	1,000	Ma
Benedict, Clarence C	N. Y ..	57	611	do	900	Ma
Clifford, Arthur E	N. H ..	5	612	War	1,200	Ma
Hastie, Miss Elizabeth H	Fla	4	613	Postoffice	720	Ma
Smith, Miss M. A. Easby	Ala	14	614	Treasury	900	...
Faria, John M	Ind	25	615	Postoffice	1,000	Ma
Aspern, Harry	Ill	36	616	Treasury	1,200	Ma
McNiel, William H	Tex	18	617	do	1,200	...
Hilliard, Richard B	do	19	618	do	1,000	...
Davidson, Edward Y	Va	21	619	War	1,200	...
Reppert, Frank H	Ky	19	620	Treasury	1,200	Ma
Whitlark, Arthur H	Mich ..	18	621	Postoffice	1,000	Ma
Halstead, Thomas	Pa	49	622	War	1,200	Ap
Fairfax, William MacN	N. Y ..	58	623	Treasury	1,200	Ap
Griswold, Nathaniel R	Ark	9	624	do	1,000	Ap
Fiun, Mrs. Emilie L. (c)	Iowa ..	18	625	Postoffice	720	...
Carner, Herman A	N. Y ..	59	626	Treasury	1,200	Ap
Burche, John A. W	D. C ..	26	627	do	1,200	Ap
Doran, Thomas T	Ill	37	628	do	1,200	...
Ourand, Charles H	D. C ..	27	629	War	1,200	...
Hillyer, jr., Shaler G	Ga	18	630	Treasury	900	...
Bergold, John	Ohio ..	37	631	do	1,200	Ap
Cole, William F	Tex	20	632	do	1,000	Ap
Told, Mrs. Carrie E	Ark	10	633	Interior	(b)	Ap
McLaurin, Sidney L	Miss ..	13	634	Treasury	900	Ap
Andrews, William T	Ala	15	635	Postoffice	1,000	Ap
Stanton, Lemuel J	Iowa ..	19	636	do	1,000	Ap
Mostyn, Charles E	Ala	16	637	Treasury	1,000	Ap
Hay, Henry P	Pa	50	638	do	1,200	...d
Koraythe, Miss Mildred T	Miss ..	14	639	Postoffice	720	Ap
Randle, A. Emmett	do	15	640	War	1,000	...d

(a) Transferred to Interior Department December 1, 1886, \$1,200.

(b) Copyist.

(c) Reduced to \$1,000, August 10, 1886.

Departmental service, July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
.....	Limited.
.....	Book-keeping.
00 May 27, 1887.....	Limited.
.....	General.
as 1, June 14, 1886; class 1, Dec. 22, 1886.....	Do.
.....	Limited.
00, Apr. 4, 1887.....	Examiner's clerk, patent office.
as 3, May 29, 1886.....	Book-keeping.
.....	Limited.
.....	General.
.....	Limited.
.....	General.
as 1, Dec. 1, 1886; class 2, pr. 18, 1887.....	Resigned Nov. 30, 1886(a)	Topographical draughtsman
as 3, May 29, 1886.....	General.
as 2, Aug. 1, 1886.....	Book-keeping.
.....	General.
.....	Do.
.....	Do.
as 1, Aug. 13, 1886.....	Do.
, Dec. 17, 1886.....	Examiner's clerk, patent office.
00, Aug. 1, 1886; class 1, ov. 10, 1886.....	Do.
00, Aug. 1, 1886.....	Do.
.....	Law.
as 2, Jan. 19, 1887.....	General.
as 2, May 29, 1886.....	Book-keeping.
.....	General.
.....	Proof-reader.
.....	Type-writing.
as 1, Aug. 13, 1886.....	General.
.....	Do.
.....	Do.
00, Aug. 13, 1886; class 1, r. 7, 1887.....	Do.
.....	Limited.
.....	Stenography and type-writing.
.....	Limited.
.....	Do.
as 1, Aug. 13, 1886.....	General.
.....	Law.
.....	General.
.....	Do.
as 2, Aug. 14, 1886.....	Type-writing.
as 1, Dec. 22, 1886.....	Law.
.....	General.
as 1, Apr. 4, 1887; fourth assistant examiner, Apr. 1887.....	(c) Resigned Mar. 4, 1887(d)	Book-keeping.
.....	Law.
.....	General.
.....	Limited.
.....	Law.
as 2, June 29, 1886.....	Book-keeping.
.....	Law.
.....	Copyist of topographical drawings.
.....	General.
.....	Law.
00, Jan. 10, 1887.....	General.
.....	Do.
as 1, Dec. 22, 1886.....	Limited.
.....	General.
as 1, Oct. 1, 1886.....	Resigned Dec. 15, 1886.....	Do.
.....	Do.
.....	Do.
, June 7, 1886.....	Limited.
as 1, Aug. 1, 1886.....	Resigned Mar. 10, 1887	General.

transferred to Interior Department, patent office, March 4, 1887, \$1,000.
Her appointment has resumed her maiden name, Emilie L. Lawton.

APPENDIX TABLE I.—Appointments, promotions, separations, and re

Name.	Legal residence.	Appointments in each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of appointment.
Collins, John W.	Ark.	11	611	Interior	\$720	Ma
Taylor, Walter I.	La.	12	642	War	1,000	
Longshaw, Luther M.	Ala.	17	643	Interior	2,000	Ma
Frisbie, William R.	Ark.	(a)	644	do	2,000	Ma
Branagan, Frank	Ohio	28	645	Treasury	1,200	Ma
Tomlin, Robert L.	Mo.	24	646	Interior	800	Ma
Jayne, Madison M.	Miss.	16	647	Treasury	1,000	
Mullan, William W.	Tenn.	19	648	do	1,000	Ma
Strong, Charles B.	Ark.	12	649	Interior	800	
Brown, Walter	Mo.	25	650	Treasury	1,200	Ma
Booth, Edward Hallahan	La.	13	651	do	1,000	Ma
Seawall, Charles W.	Va.	22	652	do	1,200	Ma
Pruta, Frederick C.	Ariz.	3	653	War	1,200	Ma
Sawyer, John F.	Miss.	9	654	Postoffice	1,000	Ma
Denmark, George K.	N. C.	17	655	Treasury	1,200	Ma
Pumphrey, Miss Carrie B.	Md.	17	656	do	900	
Gardner, William D.	Kans.	12	657	do	1,000	Ma
Story, James J.	N. H.	6	658	do	1,200	Jan
Hendrickson, George G.	Md.	18	659	do	1,200	Jan
O'Connell, John J.	Mass.	21	660	do	1,200	Jan
Ratley, Samuel W.	Ky.	20	661	do	1,200	
Wartohl, Lorenzo G.	Md.	19	662	do	1,200	
Gusdorf, Morris	N. Mex.	2	663	do	800	Jan
De Graffenried, Miss M. C.	Ga.	10	664	Interior	900	Jan
Wheeler, Lahan H.	Oregon	3	665	Treasury	1,200	Jan
Snell, Willard E.	N. Y.	60	666	do	800	
Williams, Charles	Ky.	(a)	667	do	1,200	
Norton, Miss Lillian A.	Tex.	21	668	Postoffice	720	Jan
Wistar, George H.	Pa.	51	669	Treasury	1,200	
Anderson, Joseph W.	Wash.	2	670	War	1,000	Jan
Richardson, Joseph W.	Ohio	30	671	Treasury	1,200	Jan
Pike, Frederick A., Jr.	Wla.	17	672	do	1,200	Jan
Patterson, Frank E.	Pa.	52	673	do	900	Jan
Summers, John L.	Tenn.	20	674	do	1,200	Jan
Pewry, Nash A.	Mo.	26	675	do	1,200	
Baker, Friaby G.	Conn.	9	676	Navy	720	Jul
Hayden, Mrs. Nellie M.	Vt.	5	677	Interior	900	Jul
Campbell, Levin H.	Mo.	27	678	Treasury	1,200	
Enison, Walter E.	N. C.	10	679	State	1,200	Jul
Hayes, Stephen H.	Ohio	40	680	Treasury	1,200	
Blakeley, Thomas C.	Tenn.	21	681	do	1,200	
Sweeney, Terence H.	Miss.	10	682	do	1,200	Jul
Ferguson, Eugene L.	Mo.	20	683	do	1,200	Jul
Mearns, Mrs. Fanny F.	Md.	20	684	do	900	Jul
Barkley, Richard W.	Mo.	29	685	Interior	1,200	Jul
Knight, A. Percival	Ky.	21	686	do	1,200	Jul
Wood, Mrs. Arabella S.	Cal.	12	687	Agriculture	900	
Heye, Louis C.	Ohio	41	688	Treasury	900	
Wilber, Miss Amy E.	N. Y.	61	689	do	900	July
Cartwright, Miss Sarah M.	Mass.	22	690	do	900	
Kendall, Mrs. Florence H.	Neb.	6	691	Interior	900	July
Smith, Mrs. Lydia J.	N. Mex.	3	692	Agriculture	900	July
Carroll, Alfred D.	Mo.	30	693	Treasury	900	July
Johnston, Miss Carrie M.	Ill.	30	694	Interior	900	Aug
Rowland, Mrs. Ernestine H.	La.	14	695	do	900	d
Castle, Miss Elizabeth F.	N. Y.	62	696	do	900	d
McClelland, Miss Lizzie J.	Tenn.	23	697	do	900	d
Hall, Mrs. Mattie S.	Ind.	26	698	do	1,200	d
Gouldard, Miss Mary L.	D. C.	26	699	Interior	900	d
Morrow, Miss Mae P.	do	29	700	do	900	d
Haukel, Miss Mary T.	Va.	23	701	do	900	d
Collins, Mrs. Mary E.	Ohio	42	702	do	900	d
Hanks, Mrs. Mary R.	Ga.	20	703	do	900	d

(a) Already charged.

(b) Soldier's claim of preference.

(c) To accept position in State Department.

the classified departmental service, July 16, 1833, to June 30, 1887—Continued.

Date of absolute appointment.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
Nov. 3, 1886	\$800, Mar. 16, 1887		Limited.
do	Class 1, Aug. 1, 1886		General.
Nov. 5, 1886			Principal pension examiner.
Nov. 6, 1886		(b)	Do.
Nov. 7, 1886	Class 3, July 1, 1886		Book-keeping.
Nov. 8, 1886		(b)	Limited.
do	Class 1		General.
Nov. 10, 1886	Class 1, Oct. 1, 1886		Do.
do			Limited.
Nov. 12, 1886			Law.
Nov. 17, 1886	Class 1, Oct. 1, 1886		General.
Nov. 22, 1886		Resigned Aug. 31, 1886(c)	Law.
Nov. 3, 1886	Class 1, Dec. 22, 1886		Spanish and German languages.
Nov. 25, 1886			General.
do			Book-keeping.
Nov. 28, 1886		Removed Aug. 31, 1886(d)	Type-writing.
Nov. 30, 1886			General.
Dec. 3, 1886			Do.
Dec. 7, 1886			Law.
do			Do.
do	Class 2, Dec. 1, 1886		Do.
Dec. 8, 1886			Book-keeping.
Dec. 12, 1886		Resigned Sept. 30, 1886	Limited.
do			Do.
do			Law.
Dec. 10, 1886			General.
Dec. 14, 1886			Book-keeping.
Dec. 19, 1886			Limited.
Dec. 22, 1886			Book-keeping.
Dec. 25, 1886		Resigned Dec. 5, 1886(e)	General.
Dec. 26, 1886			Law.
Dec. 28, 1886			Do.
do			Limited.
Dec. 31, 1886			Law.
Jan. 3, 1887	\$1,000, Nov. 10, 1886		Do.
do			Type-writing.
do			Examiner's clerk, patent office.
Jan. 6, 1887	Class 3, Jan. 13, 1887	Resigned May 10, 1887(f)	Law.
do			State Department.
do			General.
do			Law.
Jan. 7, 1887			General.
Jan. 8, 1887			Law.
Jan. 9, 1887			French and German languages.
Jan. 15, 1887	Third assistant examiner, Jan. 1, 1887.		Assistant examiner, patent office.
Jan. 19, 1887	Third assistant examiner, Mar. 1, 1887.		Do.
do			
do		(b)	Sericulture.
Jan. 20, 1887			Limited.
do			Do.
Jan. 23, 1887			Do.
Jan. 26, 1887			Do.
Jan. 31, 1887			Botanical and bibliographical subjects.
Feb. 1, 1887			Limited.
do			Examiner's clerk, patent office.
do			Do.
do	\$1,200, Apr. 4, 1887		Do.
do			Do.
do	Class 2, Nov. 10, 1886		Do.
do	\$1,000, Mar. 1, 1887		Do.
do			Do.
do		Resigned June 25, 1887	Do.
do	\$1,000, Dec. 17, 1886		Do.
do			Do.

(d) Restored September 7, 1886.

(e) Transferred to Interior Department December 5, 1886.

(f) Transferred to Interior Department May 10, 1887.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and restor*

Name.	Legal residence.	Appoint-ments to each state.	Whole number of appoint-ments.	Department to which certi-fied.	Grade for which certified.	Date of appoint
Borden, Herbert L.	N. C.	19	704	Postoffice	900	Aug.
Lind, Andrew K.	Iowa	20	705	do	900	Aug.
Williamson, John M.	Pa.	53	706	Navy	1,200	Aug.
Pittman, Jeremiah F.	Ind.	27	707	Interior	1,400	Aug.
Cronmelen, John F.	W. Va.	10	708	do	1,000	do
Stiff, Henry C.	Ill.	39	709	do	1,400	do
Andrews, Sullivan C.	Mo.	9	710	do	1,400	Aug.
Baldeman, Benjamin S.	Pa.	54	711	do	1,000	do
Smith, Augustus P.	Conn.	10	712	do	1,200	Aug.
Howgate, Miss Ida.	Mich.	19	713	Treasury	900	do
Walton, James W.	Ohio	43	714	Interior	1,400	do
Perkins, Henry E.	Vt.	6	715	do	1,400	Aug.
Miller, George M.	Ky.	22	716	do	1,400	Aug.
Haskell, Porter D.	Mich.	(a)	717	do	1,200	Aug.
Marka, Michael	Mo.	31	718	Treasury	1,000	do
Jones, Charles S.	Pa.	55	719	Interior	1,200	do
Townsend, Irving U.	N. Y.	63	720	do	1,200	do
Harrington, William D.	D. C.	30	721	do	1,000	Aug.
Bedinger, Daniel L.	Ky.	23	722	Treasury	1,000	Aug.
Cass, Miss Frank E.	Mich.	20	723	Interior	900	Aug.
Frost, John W.	Ill.	40	724	do	1,200	Aug.
Bates, Alfred	W. Va.	11	725	Treasury	1,000	do
Holt, Frank W.	Wis.	18	726	Interior	1,200	do
Gatewood, Robert W.	Va.	24	727	do	1,200	do
Fisher, Samuel T.	Mass.	21	728	do	1,200	do
Idle, George R.	Pa.	56	729	do	1,200	Aug.
Korn, Louis L.	N. J.	14	730	Postoffice	900	do
Peterson, Miss Atoinette F.	N. Y.	61	731	do	720	do
McRoberts, Josiah	Ill.	41	732	Interior	1,200	Aug.
Nelson, Robert M. R.	N. Y.	65	733	Postoffice	900	Aug.
Morton, George L.	Ohio	44	734	Interior	1,200	Aug.
Brickenstein, John H.	N. J.	15	735	do	1,200	Sept.
Simpson, George R.	Iowa	21	736	do	1,200	do
Crutchfield, George A.	Tex.	(a)	737	State	1,200	do
Stewart, Charles A.	Va.	25	738	Treasury	900	do
Seawell, Charles W.	do	(a)	739	State	1,200	do
Rosell, Claude A. O.	Pa.	(a)	740	Interior	1,200	do
Macedonald, Martin A.	Mass.	24	741	Postoffice	900	do
McMillan Samuel M.	Iowa	22	742	do	900	Sept.
Rogers, Robert F.	Pa.	57	743	Interior	1,200	Sept.
Syme, Samuel A. M.	W. Va.	12	744	Treasury	1,400	Sept.
Moler, James D.	do	13	745	do	900	do
Defandorf, Jason F.	N. Y.	66	746	Postoffice	1,000	do
Drew, Talma	do	67	747	Treasury	900	do
Wood, William C.	Kans.	13	748	Postoffice	1,000	do
Fowler, Willis J.	Ind.	28	749	Treasury	900	Sept.
Grossart, Frederick W.	Cal.	13	750	War	1,000	do
McNair, Herbert L.	Mich.	21	751	Treasury	1,200	Sept.
Ruffin, Sterling	N. C.	20	752	War	1,000	do
Campfield, George W.	N. Y.	68	753	Treasury	900	Sept.
Lackie, Richard	Va.	26	754	do	1,000	do
Butler, Patrick J.	Miss.	11	755	Postoffice	900	Sept.
Wood, John C.	Va.	27	756	Treasury	900	Sept.
Nance, Willie V.	S. C.	14	757	Postoffice	900	Sept.
Richmond, Paul	N. J.	16	758	Treasury	1,200	Sept.
Calhoun, Charles F.	Pa.	58	759	Interior	900	do
Bradley, Leonard	N. Y.	69	760	do	1,000	Sept.
Ruskirk, Edward C.	Ind.	29	761	do	2,000	do
Woolaug, George E.	Ill.	42	762	do	1,400	do

(a) Already charged.

REPORT OF THE CIVIL-SERVICE COMMISSION.

the classified departmental service, July 16, 1883, to June 30, 1887—Continued.

Date of absolute appointment.	Promoted to—	Resignation, removal, or death.	Kind of examination by appointee.
Feb. 3, 1877	\$1,000, Dec. 22, 1886.	Resigned Jan. 1, 1887.	Limited.
Feb. 19, 1887			General.
Feb. 7, 1887			Law.
do	Class 1, Apr. 26, 1887		Special pension exam
do			Book-keeping.
Feb. 9, 1887			Special pension exam
do	Class 1, May 16, 1887		Do.
Feb. 10, 1887	Third assistant examiner, Oct. 1, 1886.		Book-keeping.
do			Assistant examiner, office.
do		Dismissed Feb. 9, 1887.	Limited.
Feb. 11, 1887		(a)	Special pension exam
Feb. 16, 1887			Do.
Feb. 18, 1887	Third assistant examiner, Oct. 1, 1886.		Do.
do			Assistant examiner, office.
do	Third assistant examiner, Mar. 1, 1887.		Book-keeping.
do	Third assistant examiner, Oct. 1, 1886.		Assistant examiner, office.
do			Do.
Feb. 19, 1887			Mechanical draughts
Feb. 21, 1887	Class 1, Oct. 1, 1886		Law.
Feb. 22, 1887			Examiner's clerk, office.
Feb. 23, 1887	Third assistant examiner, Oct. 1, 1886.		Assistant examiner, office.
do	Class 1, Oct. 1, 1886		Law.
do	Third assistant examiner, Apr. 4, 1887.		Assistant examiner, office.
do	do	Died Apr. 15, 1887.	Do.
do	Third assistant examiner, Oct. 1, 1886.		Do.
Feb. 27, 1887			Do.
Feb. 24, 1887			Limited.
Feb. 26, 1887			Do.
Feb. 28, 1887	Third assistant examiner, Oct. 1, 1886; second assistant examiner, Apr. 27, 1887.		Assistant examiner, office.
Feb. 26, 1887			Limited.
Feb. 28, 1887			Assistant examiner, office.
Mar. 1, 1887	Third assistant examiner, Apr. 16, 1887.		Do.
do	Third assistant examiner, Apr. 22, 1887.		Do.
Mar. 1, 1887		Resigned Oct. 21, 1886	State Department.
do			Limited.
do	Third assistant examiner, Apr. 27, 1887.		State Department.
Feb. 20, 1887			Assistant examiner, office.
do			Limited.
Mar. 4, 1887			Do.
Mar. 5, 1887			Assistant examiner, office.
do			Book-keeping.
Mar. 4, 1887	Class 1, Apr. 9, 1887.		Limited.
Mar. 5, 1887			General.
Mar. 4, 1887			Limited.
Mar. 7, 1887			General.
do			Proof-reader.
Mar. 8, 1887		(a)	General.
do			Do.
Mar. 9, 1887	Class 1, Oct. 6, 1886		Do.
do	Class 1, Jan. 14, 1887.		Book-keeping.
Mar. 10, 1887			Do.
Mar. 11, 1887	Class 1, Jan. 14, 1887		General.
Mar. 10, 1887			Book-keeping.
Mar. 15, 1887			Limited.
do			General.
Mar. 16, 1887			Type-writing.
do			Do.
do			Principal pension exam
do			Special pension exam

(a) Soldier's claim of preference.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and*

Name.	Legal residence.	Appoint-ments to each state.	Whole number of appoint-ments.	Department to which cer-tified.	Grade for which certified.	
Nelson, James	Mont	2	763	War	\$1,000	S
Pegues, Samuel W. E.	Miss	17	764	Interior	1,000	
Stevens, Nathaniel H.	N. J.	17	765	do	1,000	S
Slope, John B.	Ill.	43	766	Treasury	1,400	
Wallis, Henry J.	Ga.	21	767	War	1,000	
Hearst, William T.	Kans	14	768	do	1,000	
Johnson, William B.	Ark	13	769	Interior	1,400	
Brower, Chancellor J.	Iowa	23	770	do	1,400	S
McCarthy, Florence	Ill.	44	771	do	1,400	
Barrington, Richard L.	do	45	772	Treasury	1,000	
Stine, Andrew B.	Pa.	30	773	do	1,000	
Upham, Artemus B.	Ill.	46	774	Interior	1,200	S
Heininger, Louis	Ohio	45	775	do	1,000	
Watson, James A.	do	46	776	do	1,400	
Clery, Lee	Ill.	47	777	Treasury	1,200	S
Earle, Richard H.	Ga.	22	778	do	1,000	S
Bennett, James F.	Mo.	32	779	Agriculture	1,000	S
Hadger, William D.	Mich	22	780	Navy	900	
Cronkhite, Philander C.	Ill.	48	781	Treasury	1,200	
Gallagher, Patrick J.	Pa.	60	782	do	1,200	
Hart, Elmer W.	Wis.	19	783	Interior	1,000	S
Cruse, Thomas E.	N. Y.	70	784	do	1,800	
Ellsworth, Goodwin D.	N. C.	21	785	Treasury	1,200	
Maloney, James	Tex.	22	786	War	1,000	
Burg, Carl O.	Pa.	61	787	Postoffice	1,000	S
Gentech, Daniel C.	Ohio	47	788	Interior	2,000	S
McDonald, James	Miss	12	789	do	1,000	
Spangler, William A.	Tex.	73	790	do	1,000	S
Beckett, George McC.	N. J.	18	791	do	1,000	O
Read, Jr., Thomas B.	Tenn	21	792	do	1,000	O
Myers, Abram	Ill.	49	793	do	1,400	
Jonas, Albert	N. Y.	71	794	do	1,000	
Hamner, Edward D.	Ala.	18	795	do	1,000	O
Babbitt, Kernal R.	Mich	23	796	Postoffice	1,000	O
Rogers, Samuel G.	Iowa	74	797	Interior	1,000	O
Birdseye, Mortimer B.	N. Y.	72	798	do	1,400	
Gallier, Samuel S.	Kans	15	799	do	1,000	
Van Hey, William C.	Mo.	33	800	Treasury	1,000	O
Freeland, John J.	Ind.	30	801	Interior	1,000	O
Cramer, Arthur A.	Mich	24	802	Agriculture		O
Dickey, Miss Marcine E.	Mass	25	803	Treasury	900	
Moyer, John A.	Mich	25	804	Postoffice	1,000	O
Taylor, James	Va.	28	805	Treasury	900	
Peale, James T.	Pa.	62	806	Interior	1,400	
Settle, Rufus	Tex.	24	807	do	1,000	O
Wood, Court F.	Mich	26	808	War	1,200	
Nearpass, George B.	N. Y.	73	809	Interior	1,000	O
Campbell, Jesse M.	Mo.	34	810	do	1,000	
Hollenback, Frederick B.	Ohio	48	811	do	1,000	
Pulliam, Judson W.	Ky.	24	812	do	900	O
McDonald, Ronald	N. Y.	74	813	War	1,000	O
Cowdon, James S.	La.	15	814	Interior	1,000	
Northrop, George P.	N. C.	15	815	Treasury	1,200	O
La Grange, Ernest H.	N. Y.	75	816	Interior	1,000	O
Lockhart, Miss Annie W.	N. C.	22	817	Treasury	900	
Thompson, John M.	S. C.	16	818	Interior	900	O
Smith, Thomas J.	Ill.	50	819	do	1,400	
Robinson, Edward C.	Pa.	63	820	Treasury	1,200	
Lightfoot, James H.	Va.	29	821	Interior	1,200	O
Owen, McHenry	Ind.	31	822	do	1,400	O
Barr, Robert M.	Pa.	64	823	do	1,200	O
Gatchell, William F.	Ohio	49	824	Treasury	1,000	
Kinnan, William A.	Mich	27	825	War	1,000	
Darby, Samuel E.	Ark	14	826	Interior	1,200	
Harmon, Miss Emma L.	Mich	28	827	do	900	O
Decker, Delbert H.	N. Y.	76	828	do	1,200	

ed departmental service, July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
Class 1, Feb. 15, 1887.	(a)	General.
Class 1, April 1, 1887		Do.
		Do.
		Do.
		Do.
		Do.
	(a)	Special pension examiner.
		Do.
		Do.
Class 1, Feb. 21, 1887.		Book-keeping.
		Do.
		Assistant examiner, patent office.
		General.
		Special pension examiner.
		General.
		Do.
Class 1, Aug. 16, 1887		Assistant curator.
		Limited.
Class 2, June 1, 1887].	Resigned Apr. 14, 1887(b)	General.
		Do.
		Do.
	Resigned Nov. 30, 1886	Medical examiner, pension office.
		General.
	(c)	Do.
Class 1, April 9, 1887.		Do.
		Principal pension examiner.
		General.
		Do.
		Do.
Class 1, May 16, 1887.		Type-writing.
	(a)	Special pension examiner.
		General.
		Do.
Class 1, Dec. 22, 1886.		General.
		Do.
		Special pension examiner.
		General.
Class 1, Mar. 24, 1887.		Law.
	(a)	General.
		Botany.
		Limited.
		General.
Class 1, Feb. 21, 1887		Book-keeping.
		Special pension examiner.
		General.
		Book-keeping.
		General.
		Do.
	(c)	Do.
		Limited.
		General.
		Do.
Class 2, Mar. 24, 1887		Type-writing.
		General.
		Limited.
Class 1, Dec. 16, 1886		Book-keeping.
		Special pension examiner.
		Type-writing.
		Assistant examiner, patent office.
		Special pension examiner.
		Assistant examiner, patent office.
		Book-keeping.
		General.
		Assistant examiner, patent office.
		Examiner's clerk, patent office.
		Assistant examiner, patent office.

(a) Soldier's claim of preference.

(b) Transferred to pension office, April 14, 1887, \$1,200.

(c) Dropped at expiration of probationary appointment.

APPENDIX TABLE 1.—*Appointments, promotions, separations, and restoration*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of preliminary appointment.
Darling, Frank I.....	Ill.....	51	829	Interior.....	\$1,400	Nov. 1, 18
Berthe, Lewis F.....	Minn.....	13	830	do.....	1,000	do.....
Torrey, Robert A.....	Mass.....	18	831	do.....	1,000	do.....
Robertson, Marcus W.....	N. C.....	23	832	do.....	1,400	do.....
Schmidt, John H. W.....	Ohio.....	60	833	do.....	1,000	do.....
De Loach, Thomas.....	Tex.....	25	834	do.....	1,000	do.....
Hopper, Mrs. Laura V.....	Md.....	21	835	do.....	900	do.....
Jones, Algernon S.....	N. C.....	24	836	do.....	1,000	Nov. 2, 1
Hendricks, John H.....	Mo.....	35	837	Postoffice.....	900	do.....
Nimmo, Miss Belle C.....	N. Y.....	77	838	Interior.....	900	do.....
Jones, George S.....	Ind.....	32	839	do.....	1,000	Nov. 3, 1
Fletcher, Frank A.....	Iowa.....	25	840	do.....	1,400	do.....
Ball, Charles B.....	N. Y.....	78	841	do.....	1,200	do.....
Le Moyne, Louis V.....	Ill.....	52	842	do.....	1,200	Nov. 4, 1
Haile, James D.....	Iowa.....	26	843	do.....	1,000	Nov. 5, 1
Kelly, William C.....	Tenn.....	24	844	do.....	1,000	Nov. 6, 1
Albert, Allen D.....	Pa.....	65	845	do.....	1,000	do.....
Roethe, Henry L.....	Wis.....	20	846	do.....	1,000	Nov. 8, 1
Carr, Wesley G.....	N. H.....	7	847	do.....	1,200	do.....
Witherspoon, Thomas A.....	Tenn.....	25	848	do.....	1,200	Nov. 9, 1
McGettigan, James B.....	Pa.....	66	849	War.....	1,000	do.....
McIntosh, James H.....	N. Y.....	79	850	Interior.....	1,000	Nov. 10, 1
O'Reilly, Thomas.....	Pa.....	67	851	do.....	1,000	do.....
Reynolds, Henry L.....	Ill.....	53	852	do.....	1,200	Nov. 11, 1
Keonce, George W.....	N. C.....	25	853	War.....	1,200	do.....
Gary, Caesar Rodney.....	Tex.....	26	854	do.....	1,000	Nov. 12, 1
Gannon, Charles E.....	Mass.....	26	855	do.....	1,000	do.....
Neel, William J.....	Ga.....	23	856	do.....	1,000	Nov. 13, 1
Mattingly, Robert E.....	D. C.....	31	857	Interior.....	900	Nov. 15, 1
Leshner, William.....	Kans.....	16	858	do.....	1,000	do.....
Bell, John Hughes.....	N. C.....	26	859	do.....	1,000	do.....
Durbin, William W.....	Ohio.....	51	860	Treasury.....	1,000	do.....
Raymond, Miss Flora.....	N. Y.....	80	861	Interior.....	900	do.....
Williams, Harry L.....	S. C.....	17	862	do.....	1,000	Nov. 16, 1
Swearingen, Henry H.....	Ga.....	24	863	War.....	1,000	do.....
Daniel, Zadok T.....	Ala.....	19	864	do.....	1,000	Nov. 19, 1
Cracraft, Miss Julia.....	W. Va.....	14	865	Treasury.....	900	do.....
Gibson, jr., Horatio G.....	Ky.....	25	866	War.....	1,000	do.....
Waring, Luther H.....	Pa.....	68	867	Interior.....	900	Nov. 23, 1
Chase, Fessenden N.....	Mo.....	10	868	War.....	1,000	do.....
Harvey, Robert E.....	Ohio.....	52	869	do.....	1,000	Nov. 24, 1
Lane, Charles H.....	Mich.....	29	870	Interior.....	1,200	do.....
Blake, Levi C.....	N. J.....	19	871	War.....	1,000	do.....
Mehn, William.....	La.....	16	872	do.....	1,000	Nov. 29, 1
Sullivan, Patrick F.....	Mass.....	27	873	Interior.....	1,000	Dec. 1, 1
Goodlett, jr., Nicholas M.....	Ind.....	33	874	do.....	1,200	do.....
Friebus, Gustav.....	D. C.....	32	875	War.....	1,000	do.....
Cobb, William F.....	Mass.....	28	876	do.....	1,000	Dec. 4, 1
Olmsted, Herbert W.....	Nebr.....	7	877	Interior.....	2,000	do.....
Nabers, jr., Francis D.....	Ala.....	20	878	War.....	1,000	Dec. 6, 1
Shafer, Elias.....	Mich.....	30	879	Interior.....	1,000	Dec. 8, 1
Allen, Albert R.....	Iowa.....	27	880	Treasury.....	1,000	Dec. 10, 1
Elliott, Charles S.....	Kans.....	17	881	War.....	1,000	do.....
Keim, Morris.....	Va.....	31	882	Postoffice.....	900	Dec. 11, 1
Mossman, Edgar J.....	Ohio.....	53	883	Treasury.....	1,400	do.....
McCarty, George H.....	Mass.....	29	884	War.....	1,000	Dec. 13, 1
Smith, Miss Emma R.....	Nebr.....	8	885	Interior.....	900	do.....
Jones, Miss Emily R.....	Va.....	31	886	Treasury.....	900	Dec. 14, 1
Washburne, William S.....	N. Y.....	81	887	do.....	1,000	Dec. 15, 1
Stanton, Lemuel J.....	Iowa.....	(a)	888	Interior.....	1,400	Dec. 16, 1
Groseclose, Charles J.....	Va.....	32	889	Treasury.....	1,000	do.....
Shrewsbury, Albert D.....	W. Va.....	15	890	do.....	1,200	Dec. 18, 1
Wirth, Joseph.....	Cal.....	14	891	do.....	900	Dec. 20, 1
Ingram, John L.....	Ind.....	34	892	Treasury.....	1,200	Dec. 22, 1
Ferris, Henry.....	N. Y.....	82	893	do.....	1,000	Dec. 23, 1

(a) Already charged.

unified departmental service, July 16, 1883, to June 30, 1887—Continued.

ab- ent.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
887			Special pension examiner.
			General.
			Do.
			Special pension examiner.
			General.
			Do.
			Examiner's clerk, patent office.
887			General.
887		(a)	Do.
887	\$1,000, Apr. 26, 1887		Book-keeping.
887			General.
			Special pension examiner.
		Resigned June 23, 1887	Assistant examiner, patent office.
			Do.
887			General.
887			Do.
887	Class 1, Apr 1, 1887		Do.
			Do.
			Assistant examiner, patent office.
887			Do.
887			General.
			Do.
887			Do.
			Assistant examiner, patent office.
			Book keeping.
887			General.
			Do.
887		Resigned June 3, 1887 (b)	Do.
887			Type-writing.
887			General.
			Do.
	Class 1, Mar. 24, 1887		Do.
887			Type-writing.
			General.
			Do.
887			Do.
			Limited.
887			General.
			Type-writing.
			General.
887			Do.
887			Assistant examiner, patent office.
			General.
887			Do.
887			Do.
			Assistant ex. minor, patent office.
			Architectural draughtsman.
887			General.
		Resigned Mar 31, 1887	Principal pension examiner.
887			General.
887			Do.
887			Do.
		(a)	Do.
887			Limited.
887			Book keeping.
887			General.
			Limited
887			French and German lan- guages.
887	Class 1, May 2, 1887		General.
887			Special pension examiner.
887			Book-keeping.
			Do.
887		(a)	Limited.
887			Law.
887			Book-keeping.

(a) Soldier's claim of preference.

(b) Transferred to Treasury Department June 3, 1887.

APPENDIX TABLE 1.—Appointments, promotions, separations, and restorations

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of preliminary appointment.
Lachmeyer, Mrs. Phoebe J.	N. Y.	83	894	Treasury	\$800	Dec. 23, 1886
Briscoe, Arthur	Mo.	36	895	Postoffice	1,000	do
MacNulty, Alexander C.	Miss.	19	896	do	1,000	Dec. 24, 1886
Forker, Joseph B.	N. J.	29	897	do	1,000	Dec. 23, 1886
Jordan, Mrs. Mary A.	Tex.	27	898	Interior	720	do
Gies, Edward L.	Minn.	14	899	Postoffice	1,000	do
Hubanek, Frank B.	Wis.	(a)	900	do	1,200	Dec. 24, 1886
Maddox, R. Lee	Ky.	26	901	do	1,000	do
Gray, Ormsby	do	27	902	Interior	1,800	do
Trist, Horo Browne	Va.	33	903	do	1,800	Dec. 27, 1886
Hildebrand, Adolph	Ind.	35	904	do	1,000	do
Thomas, Lorenzo	Del.	4	905	do	1,400	do
Taylor, John G.	Colo.	4	906	do	1,400	do
Hopkins, Emma L.	Cal.	15	907	do	900	do
Hanger, G. Wallace W.	Miss.	30	908	do	1,000	Dec. 28, 1886
St. John, Jr., Charles J.	Tenn.	26	909	do	1,400	Dec. 28, 1886
Harmon, John	N. Mex.	4	910	do	1,400	do
Ellis, James J.	Pa.	60	911	War	1,200	do
Shaw, William B.	Wis.	21	912	do	1,000	Dec. 29, 1886
Matchett, Thomas L.	Pa.	70	913	Interior	1,000	Dec. 31, 1886
Poulson, Andrew J.	Mo.	37	914	do	900	Jan. 1, 1887
Kinta, Homer M.	N. Y.	84	915	Postoffice	1,000	Jan. 3, 1887
Doty, Mrs. Amanda W.	do	85	916	Treasury	900	do
Lyon, Miss Eva M.	Nebr.	9	917	Interior	900	do
Griffin, William Y.	Ga.	25	918	Treasury	1,000	do
Lydston, James Allen	Ill.	54	919	Interior	1,800	do
Blackledge, Cassius F.	Colo.	5	920	War	1,000	Jan. 7, 1887
Tyers, Frederick	Kans.	18	921	Interior	900	Jan. 8, 1887
Hull, Theodore Y.	Mo.	38	922	Postoffice	1,000	Jan. 10, 1887
Wooda, Robert H.	Va.	34	923	Navy	1,200	Jan. 11, 1887
Gray, Susan M.	Wis.	22	924	Treasury	900	Jan. 13, 1887
Nicolson, George D.	Va.	35	925	Interior	1,200	Jan. 14, 1887
Taylor, Franklin B.	N. Y.	86	926	Postoffice	1,000	do
Hodgea, Charles R.	Tex.	28	927	do	1,000	do
Powell, Kate R.	Wis.	23	928	Treasury	900	Jan. 15, 1887
Stone, Joshua	Ky.	28	929	do	900	Jan. 17, 1887
Smith Orlando C.	Conn.	11	930	War	1,000	do
Hudson, James G.	Tex.	29	931	do	1,000	do
Street, Harlow R.	Cal.	16	932	do	1,000	do
Trapier, Theodore D.	S. C.	18	933	Postoffice	900	Jan. 18, 1887
Bradley, Miss Cornelia H.	N. Y.	87	934	Interior	900	Jan. 19, 1887
Pickett, Mrs. Lanielle D. C.	Va.	26	935	do	900	Jan. 20, 1887
McCarthy, Stephen J.	Mass.	30	936	Postoffice	900	do
Jordan, Llewellyn	Miss.	21	937	do	1,000	Jan. 21, 1887
Perry, Walter S.	N. Y.	88	938	War	1,000	Jan. 22, 1887
Hopkins, Charles J.	D. C.	33	939	do	1,000	do
Adams, Alfred A.	Tenn.	27	940	Treasury	1,000	Jan. 24, 1887
Sullivan, Charles B.	Ill.	55	941	Postoffice	1,000	do
Gallagher, Michael F.	Pa.	71	942	Interior	2,000	Jan. 25, 1887
Payne, Eugene B.	Ill.	56	943	do	1,400	do
Schaden, Peter W.	Ohio	54	944	do	1,400	Jan. 27, 1887
Ward, Mabel	Ind.	36	945	Treasury	900	do
Ward, Lucy	do	37	946	do	900	do
Kincaid, Douglas H.	Ky.	29	947	Interior	1,000	Jan. 28, 1887
Buford, Robert	Miss.	5	948	Treasury	1,000	Jan. 31, 1887
Farnsworth, Calvin	Ill.	57	949	do	900	Feb. 1, 1887
Lambuth, William D.	Ky.	30	950	Postoffice	1,000	do
McLaughlin, Aaron E.	Ohio	55	951	Interior	1,400	Feb. 2, 1887
Turpin, William J.	Ind.	38	952	do	1,400	Feb. 2, 1887
Halley, Noah W.	do	39	953	do	1,400	do
Stockett, John W.	Ill.	58	954	War	1,200	do
Telverton, John D.	Ala.	21	955	Postoffice	900	Feb. 4, 1887

(a) Already charged.

unified departmental service, July 16, 1893, to June 30, 1897—Continued.

ab- sp- nt.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
1887			Limited.
1887	Class 1, Apr 9, 1887		General.
1887		Resigned Jan. 13, 1887.	Do.
1887	Class 1, May 20, 1887		Do.
1887			Examiner's clerk, patent office.
1887			General.
1887			Book keeping.
1887			General.
1887			Medical examiner, pension office.
1887			Do.
1887	Class 1, Mar. 7, 1887		General.
1887			Special pension examiner.
1887			Do.
1887			Limited.
1887			General.
1887			Special pension examiner
1887		Dismissed Feb. 12, 1887(n)	Do.
1887			Book keeping.
1887			General.
1887		(a)	Do.
1887		(a)	Limited.
1887			General.
1887			Limited.
1887			General.
1887	Class 1, May 2, 1887		Do.
1887			Medical examiner, pension office.
1887			Photography.
1887		(a)	Limited.
1887			General.
1887			Naval science and affairs.
1887			Limited.
1887			Assistant examiner, patent office.
1887		Removed Apr. 21, 1887.	General.
1887		Removed Feb. 7, 1887(b)	Do.
1887			Limited.
1887			Do.
1887			General.
1887			Do.
1887			Do.
1887			Limited.
1887			Examiner's clerk, patent office.
1887			Do.
1887		(c)	Limited.
1887			General.
1887			Do.
1887			Type-writing.
1887	Class 1, May 2, 1887		General.
1887			Do.
1887			Principal pension examiner.
1887		(a)	Special pension examiner.
1887			Do.
1887			Limited.
1887			Do.
1887			General.
1887			Do.
1887		(a)	Limited.
1887			General.
1887		(d)	Special pension examiner.
1887			Do.
1887			Do.
1887			Mechanical draughtsman.
1887			Limited.

able not having been prepared until six months after June 30, 1887, the absolute appointments
ons probationally appointed up to and inclusive of that date are herein shown.

(a) Soldier's claim of preference.

(b) Reinstated March 7, 1887.

(c) Dropped at expiration of probationary appointment.

(d) Reduced to \$1,200, February 3, 1887.

APPENDIX TABLE 1.—Appointments, promotions, separations, and restorations

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of preliminary appointment.
Sternberg, Francis	La.	17	956	War	\$1,000	Feb. 4, 1887
Turpin, Miss Sallie B.	Ohio	56	957	Treasury	900	do
Moore, George S.	Iowa	28	958	Postoffice	900	do
Barrington, John Stark	Ill.	59	959	War	1,000	Feb. 5, 1887
McGee, John M.	Ind.	40	960	Interior	1,400	Feb. 8, 1887
Fatherly, William A.	Ark.	15	961	Treasury	900	Feb. 10, 1887
Sullivan, Paul D.	D. C.	34	962	Interior	900	Feb. 11, 1887
Cooke, Mrs. Allie C.	Ala.	22	963	do	900	Feb. 14, 1887
Lackey, John M.	do	23	964	Treasury	1,200	do
Merrick, George R.	Conn.	12	965	do	900	do
McMonagle, Neil	Pa.	72	966	Interior	900	do
Robinson, Alfred N.	Ohio	57	967	Treasury	900	do
Emery, Mrs. Abbie A.	Vt.	7	968	Interior	900	Feb. 15, 1887
Whitcomb, Thomas G.	Me.	11	969	do	1,000	Feb. 16, 1887
Merritt, Addie D.	Ill.	60	970	do	900	Feb. 17, 1887
Fahrenbruch, Miss Eda C.	D. C.	35	971	do	900	do
Tilton, Joel A.	N. J.	21	972	do	900	Feb. 18, 1887
Roberts, James O'Conner	Ala.	24	973	do	900	Feb. 19, 1887
Hodgson, Telfair	do	25	974	do	900	Feb. 21, 1887
Page, Josephine C. A.	Mass.	31	975	do	900	Feb. 23, 1887
Etka, William E.	Pa.	73	976	War	1,000	do
Wilson, William	N. Y.	90	977	Interior	900	do
Andrews, Miss Ollie L.	Ga.	26	978	do	900	Feb. 24, 1887
Mears, Walter R.	N. Y.	90	979	Treasury	900	Feb. 25, 1887
Kelley, Mrs. Mary T.	Ind.	41	980	Interior	900	Mar. 1, 1887
Smith, Marion	Miss.	22	981	do	1,400	do
Brown, Eugene V.	Tenn.	28	982	War	1,200	do
Jones, Alexander J.	Ill.	61	983	do	1,200	do
Stout, Miss Mayrie E.	do	62	984	do	1,000	do
Rusk, Jefferson S.	Md.	22	985	Interior	900	do
Sheppard, Thomas R.	Ohio	58	986	do	900	Mar. 2, 1887
Govern, Jr., Hugh	N. Y.	91	987	Treasury	1,200	Mar. 4, 1887
Treanor, John	do	92	988	do	1,200	Mar. 5, 1887
Tolson, Miss Henriette W.	Miss.	23	989	Interior	1,000	Mar. 7, 1887
Hyer, David	Ohio	59	990	Treasury	1,200	do
Fierce, William W.	do	60	991	do	1,200	do
Arnold Hunter	do	61	992	do	1,000	do
Huntz, Herman O.	do	62	993	do	1,000	do
Le Molne, Miss Carrie J.	Me.	39	994	do	900	Mar. 13, 1887
Gulagher, Miss Tillie J.	Pa.	74	995	do	900	do
Myers, William E.	Ga.	27	996	do	1,200	Mar. 14, 1887
Fenwick, B. Carlyle	D. C.	36	997	Interior	1,000	Mar. 23, 1887
Vasser, Mattie V.	Miss.	24	998	do	900	Mar. 24, 1887
Sullivan, John T.	D. C.	37	999	do	900	do
Getz, George H.	N. Y.	94	1000	War	1,000	Mar. 31, 1887
Burnley, Alexander F.	Tenn.	29	1001	Interior	1,400	Apr. 1, 1887
Brooke, William L.	Oregon	(a)	1002	do	1,400	do
Garrison, Ethridge J.	Ala.	26	1003	do	1,400	do
Carusi, Samuel P.	Cal.	17	1004	do	1,400	do
Ayres, Walter S.	Tenn.	30	1005	do	2,000	Apr. 2, 1887
Over, Madison	Ohio	63	1006	do	1,400	do
Shank, Charles D.	Ind.	42	1007	do	1,400	do
Moler, Henry H.	Ill.	64	1008	do	1,400	Apr. 4, 1887
Anderson, T. Hart	D. C.	38	1009	do	900	do
Kinkade, John H.	Ohio	64	1010	do	1,400	Apr. 5, 1887
Reagan, Miss Mary M.	Pa.	75	1011	Treasury	900	Apr. 6, 1887
Hurley, Daniel	N. Y.	94	1012	do	1,200	do
Dolan, Patrick V.	W. Va.	16	1013	do	900	Apr. 7, 1887
Whitehead, Mortimer	N. J.	22	1014	Interior	900	Apr. 14, 1887
Wedderburn, George C.	Md.	23	1015	do	900	do
Smith, Mrs. Isabella P.	Me.	40	1016	do	900	Apr. 19, 1887
Tanner, George W.	Ill.	64	1017	do	900	Apr. 26, 1887

(a) Already charged.

to the classified departmental service, July 16, 1883, to June 30, 1887—Continued.

Date of absolute appointment.	Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
.....	(a)	French and German languages.
Aug. 4, 1887	Type-writing.
Aug. 2, 1887	Limited.
Aug. 5, 1887	Type-writing.
Aug. 8, 1887	Special pension examiner.
Aug. 10, 1887	Limited.
Aug. 12, 1887	Examiner's clerk, patent office.
Aug. 14, 1887	Limited.
do	Class 3, June 17, 1887	.....	Type-writing.
Aug. 15, 1887	\$1,000, Apr. 30, 1887	.....	Book-keeping.
Aug. 14, 1887	(b)	Limited.
do	\$1,000, Apr. 30, 1887	.....	Book-keeping.
Aug. 15, 1887	Limited.
Aug. 16, 1887	General.
Aug. 17, 1887	Fourth assistant examiner, Apr. 4, 1887.	.....	Examiner's clerk, patent office.
do	Copyist of mechanical drawings.
Aug. 18, 1887	Limited.
Aug. 19, 1887	Do.
Aug. 21, 1887	General.
Aug. 23, 1887	Limited.
do	General.
do	Limited.
Aug. 24, 1887	Do.
Aug. 28, 1887	Book-keeping.
Sept. 12, 1887	Examiner's clerk, patent office.
Sept. 1, 1887	Special pension examiner.
do	Stenography.
.....	Resigned Mar. 24, 1887	Stenography and type-writing.
Sept. 1, 1887	Type-writing.
.....	Resigned May 2, 1887(c)	Examiner's clerk, patent office.
Sept. 2, 1887	Do.
Sept. 4, 1887	General.
Sept. 5, 1887	Book-keeping.
Sept. 7, 1887	Do.
do	Do.
do	Do.
do	Do.
do	Do.
Sept. 15, 1887	Limited.
do	Do.
Sept. 16, 1887	Law.
Sept. 23, 1887	Mechanical draughtsman.
Sept. 29, 1887	Examiner's clerk, patent office.
do	Do.
Sept. 30, 1887	Telegraphy.
Oct. 1, 1887	Special pension examiner.
do	Do.
do	Do.
do	Do.
Oct. 2, 1887	Principal pension examiner.
do	Special pension examiner.
do	Do.
Oct. 4, 1887	Do.
Oct. 5, 1887	Examiner's clerk, patent office.
do	Special pension examiner.
.....	Resigned June 1, 1887(d)	Limited.
Oct. 6, 1887	General.
Oct. 7, 1887	Law.
Oct. 16, 1887	Limited.
do	Examiner's clerk, patent office.
Oct. 19, 1887	Limited.
.....	Do.

(a) Dropped at expiration of probationary appointment.

(b) Soldier's claim of preference.

(c) Appointed as fourth assistant examiner, patent office.

(d) To accept position in Interior Department.

APPENDIX TABLE I.—*Appointments, promotions, separations, and restorations*

Name.	Legal residence.	Appointments to each state.	Whole number of appointments.	Department to which certified.	Grade for which certified.	Date of probationary appointment.
Blanchard, Dawson A	La ..	18	1018	Interior	\$900	Apr. 27, 1887
Kelcher, Mrs. Fannie R	N Y ..	95	1019	do	900	do
Gibbs, Edwin A	Va ..	57	1020	do	1,800	Apr. 28, 1887
Vickery, William J	Ind ..	(a)	1021	do	1,200	do
Townsend, Joseph	Tenn ..	31	1022	do	900	Apr. 30, 1887
Sheridan, Mrs. Fannie	La ..	19	1023	do	900	do
Lipscomb, Lee M	Tex ..	30	1024	Treasury	900	do
Betts, Albert P	Ohio ..	61	1025	do	1,000	do
McNeill, George R	N C ..	27	1026	Postoffice	1,000	do
Hudson, Miss Marion B	Me ..	12	1027	Interior	900	May 1, 1887
Hayden, Miss Jennie A	N Y ..	96	1028	do	900	do
Davis, Charles S	Wis ..	24	1029	do	900	do
Carroll, Archer L	Tex ..	31	1030	do	900	do
Runk, Jefferson S	Md ..	(a)	1031	do	1,200	May 2, 1887
Johnson, Mrs. Lucretia E	do ..	24	1032	do	900	do
Clifford, Miss Geraldine	S C ..	10	1033	Treasury	900	do
Starek, Emil	Ohio ..	68	1034	Interior	1,200	May 3, 1887
Kalbach, Lewis A	Pa ..	76	1035	do	720	do
Edson, Lester S	Mich ..	31	1036	do	900	May 4, 1887
Miller, Allen E	N C ..	20	1037	do	900	do
Harlan, Burns	Md ..	25	1038	do	900	do
Evans, Henry R	do ..	26	1039	do	900	do
McClelland, Frank	Ind ..	43	1040	do	1,400	May 5, 1887
Doyle, William E	Ky ..	31	1041	do	900	May 6, 1887
Gulantz, Charles	Pa ..	77	1042	Postoffice	1,000	May 9, 1887
Byrne, Francis J	N Y ..	97	1043	do	1,000	May 10, 1887
Jonas, jr., Charles H	La ..	20	1044	Interior	900	May 11, 1887
Williams, Lucy L	Ind ..	44	1045	do	900	May 12, 1887
Haskell, Olysses G	Mass ..	32	1046	do	900	May 14, 1887
Thurmond, Miss Sophia D	Md ..	27	1047	do	720	do
Dent, Louis A	Me ..	13	1048	War	1,200	May 16, 1887
Sally, Arthur	N J ..	23	1049	do	1,200	do
Ganex, Benjamin P	Ohio ..	67	1050	Interior	900	do
Rothrock, Henry C	N C ..	26	1051	Postoffice	1,000	do
Tingley, Alphonso O	Mass ..	33	1052	Interior	1,000	May 20, 1887
Hosier, Francis M	Ohio ..	64	1053	Navy	1,200	May 23, 1887
McCoy, Joseph S	N J ..	24	1054	Treasury	1,000	do
Gibbs, Thomas H	Md ..	28	1055	do	900	May 24, 1887
Fitch, William N	Ohio ..	69	1056	Interior	900	May 25, 1887
Seaton, Charles H	Mass ..	34	1057	Postoffice	900	May 27, 1887
Schott, Gerhardus J	Ark ..	16	1058	Interior	900	June 1, 1887
Coe, William H	Kans ..	19	1059	do	1,800	do
Spangler, Albert D	Pa ..	78	1060	do	900	do
Mull, Moses D	do ..	79	1061	do	720	do
Southworth, Miss Effie A	N. Y ..	98	1062	Agriculture	1,000	do
Buckler, George W L	Md ..	29	1063	Interior	1,200	do
Reagan, Miss Mary M	Pa ..	(a)	1064	do	900	June 2, 1887
Vandiver, Walter W	N. C ..	29	1065	Interior	900	June 2, 1887
Pierce, Edward W	Mich ..	32	1066	do	1,000	June 11, 1887
Conly, Richard W	Wis ..	25	1067	Treasury	900	June 12, 1887
Hayden, Everett	Mass ..	35	1068	Navy	1,400	June 13, 1887
Maise, Mrs. Lulu H	R. I ..	5	1069	Treasury	900	June 16, 1887
Keigwin, Charles A	Ind ..	45	1070	do	900	do
Wade, Thomas M	Va ..	34	1071	do	900	June 17, 1887
Dahne, Julius M	Md ..	30	1072	Interior	1,200	June 18, 1887
Woodson, William H	Va ..	39	1073	War	1,000	June 20, 1887
Conant, Thaddeus M	Pa ..	80	1074	Interior	1,000	June 21, 1887
Taylor, Miss Eliza K	Me ..	41	1075	Treasury	900	June 24, 1887
Stauffer, Charles C	Pa ..	81	1076	Interior	1,200	June 27, 1887
Rothrock, Miss Leniah	N. C ..	39	1077	Agriculture	720	do
Antan, Robert J	Mo ..	42	1078	Interior	900	June 29, 1887

(a) Already charged.

d departmental service, July 16, 1883, to June 30, 1887—Continued.

Promoted to—	Resignation, removal, or death.	Kind of examination passed by appointee.
.....	Book-keeping.
.....	Limited.
.....	Medical examiner, pension office.
Class 2, Apr. 28, 1887	(a)	Assistant examiner, patent office.
.....	Law.
.....	Type-writing.
.....	Book-keeping.
.....	Do.
.....	General.
.....	Limited.
.....	Do.
.....	Do.
.....	Do.
.....	Assistant examiner, patent office.
.....	Type-writing.
.....	Limited.
.....	Assistant examiner, patent office.
.....	Limited.
.....	Do.
.....	(b)	General.
.....	Do.
.....	Proof-reader.
.....	Special pension examiner.
Dismissed June 30, 1887	Limited.
.....	General.
.....	Stenography.
.....	Limited.
.....	Type-writing.
.....	General.
.....	Do.
.....	Stenog'y and type-writing.
.....	Do.
.....	Limited.
.....	Book-keeping.
.....	General.
.....	Law.
.....	Asst. exam'r, patent office. (c)
.....	Book-keeping.
.....	Proof-reader.
.....	Limited.
.....	Do.
.....	Medical examiner, pension office.
.....	Limited.
.....	General.
.....	Botanical microscopist.
.....	Stenog'y and type-writing.
.....	Book-keeping.
.....	Limited.
.....	General.
.....	Stenog'y and type-writing.
.....	Maritime meteorological expert.
.....	Limited.
.....	Law.
.....	Book-keeping.
.....	Asst. exam'r, patent office.
.....	Book-keeping.
.....	General.
.....	Limited.
.....	Asst. exam'r, patent office.
.....	Book-keeping.
.....	General.

ed to pension office, April 28, 1887, \$1,400,
claim of preference.
ification was made to the Treasury Department, from the register of assistant examiners
office, for reasons contained in the minutes of the commission of May 7, 1887.

APPENDIX TABLE 2.

APPENDIX TABLE 3.

APPENDIX TABLE 2—Appointments of special pension examiners (not

Name	Legal residence.	Whole number appointed.	Salary.	Date of probationary appointment.	Date of absolute appointment.
Jenkins, Charles E.	N. Y.	1	\$1,600	July 15, 1884	Jan. 15, 1885
Chapin, Edward B.	Ariz.	2	1,600	July 16, 1884	Jan. 16, 1885
Kelly, Thomas Charles	Ohio	3	1,600	July 17, 1884	Jan. 17, 1885
McClain, Dow	Ind.	4	1,600	do	do
Reed, Charles A.	N. J.	5	1,600	do	do
Lash, Robinson B.	Pa.	6	1,600	do	do
Larcombe, Howard S.	La.	7	1,600	do	do
St. John, Charles H.	Colo.	8	1,600	do	do
Dorian, Marion	D. C.	9	1,600	July 18, 1884	Jan. 18, 1885
Chapman, George E.	Md.	10	1,600	do	do
Nichols, Jared C.	D. C.	11	1,600	July 19, 1884	Jan. 19, 1885
Houston, Samuel	Pa.	12	1,600	July 21, 1884	Jan. 21, 1885
Ayer, Henry G.	N. H.	13	1,600	do	do
Maloney, Mark J.	Colo.	14	1,600	do	do
Olds, Glancus E.	N. C.	15	1,600	do	do
Everett, Shepard S.	Mass.	16	1,600	do	do
Van Buren, George M.	N. Y.	17	1,600	July 22, 1884	Jan. 22, 1885
Warner, James E.	Va.	18	1,600	July 23, 1884	Jan. 23, 1885
Moody, Charles E.	N. Y.	19	1,600	July 24, 1884	Jan. 24, 1885
Beattie, Wray	Iowa	20	1,600	Aug. 1, 1884	Feb. 1, 1885
Whitman, Vernon H.	Mass.	21	1,600	Aug. 4, 1884	Feb. 4, 1885
Taylor, Charles D.	Iowa	22	1,600	Aug. 5, 1884	Feb. 5, 1885
Shouse, James W.	Ky.	23	1,600	Aug. 9, 1884	Feb. 9, 1885
Parrish, Charles S.	Ind.	24	1,600	Aug. 11, 1884	do
Lapham, Frank A.	N. Y.	25	1,600	Sept. 1, 1884	Mar. 1, 1885
Garitee, Charles E.	Md.	26	1,600	do	do
Durmont, Edmund S.	Ind.	27	1,600	do	do
Peed, Henry A.	do	28	1,600	do	do
Whyte, George W.	Ill.	29	1,600	do	do
Badgley, Alfred S.	Tenn.	30	1,600	do	do
Hanback, Charles	Tex.	31	1,600	do	do
Matthews, James P.	Md.	32	1,600	do	do
Picard, Nathan	Miss.	33	1,600	do	do
Hoffman, Jacob J.	Oregon	34	1,600	Sept. 2, 1884	Mar. 2, 1885
Shan, Charles D.	N. Y.	35	1,600	do	do
Burke, Thomas W.	Mich.	36	1,600	do	do
Gregory, Alfred	Ga.	37	1,600	Sept. 3, 1884	Mar. 3, 1885
Marshall, Warren R.	S. C.	38	1,600	do	do
Hall, John T.	Mich.	39	1,600	do	do
King, Cyrus M.	Minn.	40	1,600	Sept. 4, 1884	Mar. 4, 1885
Herah, James H.	N. C.	41	1,600	do	do
Dean, Charles F.	N. Y.	42	1,600	do	do
Van Derlip, William L.	Nebr.	43	1,600	do	do
Neely, Winfield S.	Ky.	44	1,600	do	do
Richardson, Edwin J.	Ind.	45	1,600	do	do
Mason, Nathaniel E.	N. J.	46	1,600	Sept. 5, 1884	Mar. 5, 1885
Allison, Joseph F.	Ill.	47	1,600	do	do
Watson, William W.	Ind.	48	1,600	Sept. 6, 1884	do
Carlisle, Hazlett	Va.	49	1,600	do	do
Patton, Hugh N.	Ohio	50	1,600	Sept. 7, 1884	do
Macaulay, Daniel	Ky.	51	1,600	do	do
Abel, Jacob W.	Pa.	52	1,600	do	do
Richards, Hobart A.	Wis.	53	1,600	Sept. 8, 1884	do
Means, Leander H.	Ohio	54	1,600	do	do
Rice, James H.	Mass.	55	1,600	do	do
Elliott, James H.	do	56	1,600	do	do
McKenzie, Thomas C.	Iowa	57	1,600	do	do
Woodward, William H.	Ill.	58	1,600	Sept. 9, 1884	do
Stoddard, Charles J.	Vt.	59	1,600	do	do
Welchman, Edward	Pa.	60	1,600	do	do
Hoffiger, Philip J.	do	61	1,600	do	do
McEwen, Jacob A.	Ohio	62	1,600	do	do
Frelinghuysen, John	N. J.	63	1,600	do	do
Harding, Anson C.	Mo.	64	1,600	do	do
McIntyre, D. Stewart	Ill.	65	1,600	do	do
Lambert, Joseph B.	Pa.	66	1,600	Sept. 10, 1884	do
Suesserott, Charles A.	do	67	1,600	do	do
Quinby, Isalah W.	Ohio	68	1,600	do	do
Galbraith, Frederic W.	Cal.	69	1,600	do	do
Emerson, George A.	N. H.	70	1,600	Sept. 11, 1884	do
Brackett, Samuel B.	Me.	71	1,600	do	do

ed by the commission) under Special Rule No. 4.

of transfer to clerical force.	Resignation, removal, or death.	Reappointed.
Mar. 1, 1885.....	Term ended June 30, 1885.....	July 1, 1885
.....	do.....	Aug. 17, 1885
.....	do.....	July 1, 1885
.....	Term ended June 30, 1885.....	.....
.....	do.....	.....
.....	do.....	.....
.....	do.....	.....
.....	Term ended June 30, 1885.....	July 1, 1885
.....	Term ended June 30, 1885.....	July 1, 1885
.....	.....	do
.....	Term ended June 30, 1885.....	July 1, 1885
.....	Term ended June 30, 1885.....	.....
.....	Term ended June 30, 1885.....	July 1, 1885
.....	Resigned May 10, 1885.....	.....
.....	.....	July 1, 1885
.....	Term ended June 30, 1885.....	.....
.....	do.....	.....
.....	Term ended June 30, 1885.....	July 1, 1885
.....	Term ended June 30, 1885.....	do
.....	Term ended June 30, 1885.....	Sept. 12, 1885a
.....	Dropped Feb. 9, 1885.....	.....
.....	Term ended June 30, 1885.....	.....
.....	Dismissed Apr. 22, 1885.....	.....
.....	Term ended June 30, 1885.....	.....
Oct. 20, 1885.....	.....	July 1, 1885
.....	Term ended June 30, 1885 (b).....	do
.....	Dismissed May 15, 1885.....	July 1, 1885
.....	.....	do
.....	.....	do
.....	Dismissed May 31, 1885.....	.....
.....	Term ended June 30, 1885.....	.....
.....	do.....	Aug. 1, 1885
.....	.....	July 1, 1885
.....	Term ended June 30, 1885.....	.....
.....	Died Sept. 11, 1885.....	July 1, 1885
.....	Died Nov. 20, 1885.....	do
Oct. 1, 1885.....	Term ended June 30, 1885.....	.....
.....	Term ended June 30, 1885.....	July 1, 1885
.....	.....	July 1, 1885
.....	.....	do
.....	Dismissed Mar. 31, 1885.....	do
.....	Term ended June 30, 1885.....	July 1, 1885
.....	.....	July 1, 1885
.....	Resigned Apr. 30, 1885.....	do
.....	.....	July 1, 1885
.....	Term ended June 30, 1885.....	.....
.....	Term ended June 30, 1885.....	July 1, 1885
.....	.....	do
.....	.....	do
.....	Died Jan. 13, 1885.....	.....
.....
.....	Dismissed Jan. 5, 1885.....	July 3, 1885
.....	Died Aug. 7, 1885.....	July 1, 1885
.....	Term ended June 30, 1885.....	Mar. 17, 1886
.....	Resigned Apr. 30, 1885.....	.....
.....	Term ended June 30, 1885.....	July 22, 1885
.....	.....	July 1, 1885
.....	.....	do
.....	Dismissed Apr. 15, 1885.....	.....
.....	Resigned Apr. 10, 1885.....	.....
.....	Dismissed Aug. 10, 1885.....	July 1, 1885
.....	.....	do
.....	Resigned Feb. 15, 1885.....	do
.....	.....	do

(a) Died Aug. 14, 1885.

(b) Promoted to class 3, November 20, 1885.

APPENDIX TABLE 2.—Appointments of special pension examiners (not

Name.	Legal resi- dence.	Whole number appointed.	Salary.	Date of pro- bationary appointment.	Date of absolute ap- pointment.
Piper, Frederick A.	Mo	72	\$1,600	Sept. 12, 1884	.....
True, Lewis C.	Kans	73	1,600	do	.....
Foulke, William L.	Ill	74	1,600	do	.....
Hodgson, Valentine M.	N. Y.	75	1,600	Sept. 13, 1884	.....
Sweetsor, Albert H.	R. I.	76	1,600	Sept. 15, 1884	.....
Rockwood, Charles B.	Minn	77	1,600	do	.....
Asher, James M.	Kans	78	1,600	do	.....
McCoy, James H.	Ill	79	1,600	do	.....
Hopkins, Gorbam P.	N. Y.	80	1,600	Sept. 16, 1884	.....
Stanton, Clark	Mich	81	1,600	do	.....
Bliss, William R.	N. Y.	82	1,600	Sept. 22, 1884	.....
Allen, Amos L.	Mo	83	1,600	Sept. 23, 1884	.....
Daniel, Walter T.	N. Y.	84	1,600	Sept. 29, 1884	.....
Hayward, Henry J.	Ind	85	1,600	Sept. 30, 1884	.....
Dedrick, William W.	Mo	86	1,600	Oct. 2, 1884	Apr. 2, 1885
Vincent, Edgar L.	N. Y.	87	1,600	Oct. 5, 1884	Apr. 5, 1885
Fisher, Theodore W.	Mass	88	1,600	Oct. 6, 1884	Apr. 6, 1885
Bower, Effingham T.	Iowa	89	1,600	Oct. 8, 1884	Apr. 8, 1885
McElderry, Samuel W.	do	90	1,600	Nov. 10, 1884	May 10, 1885
Hall, Joseph T. H.	N. Y.	91	1,600	Feb. 3, 1885	.....
Johns, Henry T.	Minn	92	1,600	Feb. 24, 1885	.....
Whitehead, Charles	Cal	93	1,400	Aug. 1, 1885	Feb. 1, 1886
Vail, Henry W.	Conn	94	1,400	do	do
Walsh, Louis C.	D. C.	95	1,400	do	do
Wilcox, Andrew D.	Tex	96	1,400	Aug. 2, 1885	.....
Hamlin, Dwight M.	Ark	97	1,400	Aug. 5, 1885	Feb. 5, 1886
Dugan, James	Miss	98	1,400	do	do
Erdman, Adolph	Mo	99	1,400	do	do
Peters, Ezra	Ill	100	1,400	Aug. 12, 1885	Feb. 12, 1886
Britton, Oscar F.	do	101	1,400	do	do
Ross, Orville A.	Pa	102	1,400	do	do
Towles, Joseph S.	D. C.	103	1,400	Aug. 13, 1885	Feb. 13, 1886
Fawcett, Thomas R.	Ill	104	1,400	Aug. 15, 1885	.....
Davis, Crawford F.	Iowa	105	1,400	do	Feb. 15, 1886
Barringer, Ernest A.	Ky	106	1,400	do	do
Shirtz, Myron N.	W. Va.	107	1,400	do	do
Enoch, Hiram R.	Ill	108	1,400	Aug. 17, 1885	Feb. 17, 1886
Davis, Samuel S.	Md	109	1,400	Aug. 18, 1885	Feb. 18, 1886
Downtown, James G.	W. Va.	110	1,400	Aug. 20, 1885	Feb. 20, 1886
Fritts, James R.	Ind	111	1,400	Aug. 23, 1885	Feb. 23, 1886
Steed, James B.	Ala	112	1,400	Aug. 29, 1885	Mar. 1, 1886
Hovey, Howard	Mich	113	1,400	Aug. 31, 1885	do
Upham, George B.	Mo	114	1,400	Sept. 2, 1885	Mar. 2, 1886
Bursley, Lemuel	do	115	1,400	Sept. 7, 1885	Mar. 7, 1886
Wilcox, Timothy M.	Oregon	116	1,400	Sept. 11, 1885	Mar. 11, 1886
Clampitt, John W.	Ill	117	1,400	Oct. 24, 1885	Apr. 24, 1886
McGinnis, Archibald	Ind	118	1,400	Oct. 26, 1885	Apr. 26, 1886
Edwards, Franklin W.	Ill	119	1,400	Oct. 27, 1885	Apr. 27, 1886
Klugh, Jacob F.	Pa	120	1,400	Oct. 28, 1885	Apr. 28, 1886
Anthony, John H.	Ill	121	1,400	do	do
Hensley, Travis F.	Mo	122	1,400	Oct. 29, 1885	Apr. 29, 1886
Clark, Eben E.	do	123	1,400	do	do
Browning, Quincy E.	Ill	124	1,400	Oct. 30, 1885	Apr. 30, 1886
McAnallish, Howard S.	Va	125	1,400	Oct. 31, 1885	May 1, 1886
Cox, William L.	Ind	126	1,400	Nov. 2, 1885	May 2, 1886
Stokelinger, Thomas A.	Kans	127	1,400	do	do
McGutre, Nicholas H.	do	128	1,400	Nov. 4, 1885	May 4, 1886
Fall, Oliver H. P.	do	129	1,400	Nov. 7, 1885	May 7, 1886
Smith, George P.	do	130	1,400	Nov. 9, 1885	May 9, 1886
Posey, Addison F.	Ala	131	1,400	Nov. 10, 1885	May 10, 1886
Gallien, Emmett D.	Va	132	1,400	Nov. 16, 1885	May 16, 1886
Slavens, Charles	Mo	133	1,400	Nov. 17, 1885	May 17, 1886
Lux, John	N. Y.	134	1,400	Nov. 18, 1885	May 18, 1886
Thomas, Isaac C.	Pa	135	1,400	do	May 18, 1886
Guerneay, Alexander W.	Iowa	136	1,400	Nov. 19, 1885	May 19, 1886
Reno, Marcus A.	Ill	137	1,400	do	do
Helpbringer, William H.	Ohio	138	1,400	Nov. 21, 1885	May 21, 1886
Shearer, John P.	Pa	139	1,400	Nov. 25, 1885	May 25, 1886

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[illegible]

- (a) Reinstated; but date not reported to Commission.
(b) Resigned January 20, 1887.
(c) Reinstated December 1, 1886; class 2, January 16, 1887.
(d) Reinstated May 5, 1886.
(e) Assistant chief of division September 20, 1886.

APPENDIX TABLE 2.—*Appointments of special pension examiners (not*

Name.	Legal residence.	Whole number appointed	Salary.	Date of probationary appointment.	Date of absolute appointment.
Elder, John A.	Mich.	143	\$1,400	Dec. 4, 1885	June 4, 1886
Russell, Alexander A.	Mo.	141	1,400	Dec. 5, 1885	June 5, 1886
Burke, James B.	Ill.	142	1,400	Dec. 8, 1885	June 8, 1886
Saltee, Charles M.	Ky.	143	1,400	do	do
Fleming, George B.	Ind.	144	1,400	Dec. 10, 1885	June 10, 1886
Seitz, Nathaniel Z.	Pa.	145	1,400	do	do
Magree, Thomas N.	do	146	1,400	do	do
Kennedy, James M.	Ohio	147	1,400	do	do
McDonald, Frank B.	Ind.	148	1,400	Dec. 12, 1885	June 12, 1886
McGuire, William H.	do	148	1,400	Dec. 18, 1885	June 16, 1886
Bundy, Samuel H.	Ill.	150	1,400	do	do
Lynch, William P.	N. Y.	151	1,400	Dec. 17, 1885	June 17, 1886
Rogers, Thomas M.	Ill.	152	1,400	Dec. 18, 1885	June 18, 1886
Garrett, William C.	Ala.	153	1,400	Dec. 21, 1885	June 21, 1886
Austin, Frederick H.	Mo.	154	1,400	do	do
Hoge, Romeo G.	Iowa	155	1,400	do	do
Shouse, James H.	Ind.	156	1,400	Dec. 28, 1885	June 28, 1886
Townsend, John G.	Md.	157	1,400	Jan. 2, 1886	July 2, 1886
Lawrence, Lucy L.	Tenn.	158	1,400	Jan. 8, 1886	July 8, 1886
Taylor, James E.	do	159	1,400	Jan. 18, 1886	July 18, 1886
Wallace, James W.	do	160	1,400	Jan. 25, 1886	July 25, 1886
Duncan, Henry C.	W. Va.	161	1,400	Feb. 17, 1886	Aug. 17, 1886
Knight, James G.	Wis.	162	1,400	Mar. 3, 1886	Sept. 3, 1886
McDaniel, Bailey P.	Ill.	163	1,400	Mar. 8, 1886	Sept. 8, 1886
Clardy, Jacob M.	Pa.	164	1,400	Mar. 20, 1886	Sept. 26, 1886
Fuller, Charles H.	Ill.	165	1,400	Apr. 15, 1886	Oct. 15, 1886
McLafin, Edward.	Cal.	166	1,400	May 29, 1886	Nov. 29, 1886
Rayward, Charles E.	Md.	167	1,400	do	do
Cole, John C.	Del.	168	1,400	do	do
Miller, Martin B.	Ind.	169	1,400	do	do
Snyder, Henry W.	Tenn.	170	1,400	June 1, 1886	Dec. 1, 1886
Herry, Charles P.	Ill.	171	1,400	do	do
Stahl, Samuel D.	do	172	1,400	do	do
Jones, Frederick	Ind.	173	1,400	June 4, 1886	Dec. 4, 1886
Wells, James M.	N. Y.	174	1,400	do	do
Bennett, Thomas J.	Conn.	175	1,400	June 12, 1886	Dec. 12, 1886
Ray, John E. R.	Tenn.	176	1,400	June 14, 1886	Dec. 14, 1886
Brockbank, Senes T.	Pa.	177	1,400	June 30, 1886	Dec. 30, 1886

APPENDIX TABLE 3.—*Appointments of temporary employes*

Name.	Legal residence.	Whole number appointed.	Salary per month.	Date of probationary appointment.	Date of absolute appointment.
Reagan, Miss Mary M.	Pa.	1	\$25	Jan. 3, 1887	
Wilcox, Miss Mary R.	D. C.	2	25	do	July 2, 1887
Mitchell, Mrs. Ellen M.	N. Y.	3	25	do	do
Hepburn, Miss Fannie N.	D. C.	4	25	do	do
Hercus, Miss Alice Towers	do	5	25	do	do
Neyhart, Miss A. Grace	Pa.	6	25	Jan. 4, 1887	July 4, 1887
Rothrock, Miss Loulah	N. C.	7	25	Apr. 22, 1887	
Lower, Mrs. Florence	D. C.	8	25	June 24, 1887	Jan. 2, 1888
Mulligan, Miss Emma M.	do	9	25	do	do
Diehl, Miss Geneva B.	Pa.	10	25	do	Jan. 1, 1888
Fletcher, Miss Blanche R.	do	11	25	do	do



APPENDIX TABLE 4.

APPENDIX TABLE No. 4.—Showing appointments, promotions, separations, and returns
to each depart

ALABAMA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Smith, Albert	1	Treasury	\$1,200	Apr. 18, 1884	Oct. 18, 1884
Behrend, Samuel K.	2	Navy	900	June 26, 1884	Dec. 27, 1884
Stephenson, Columbus R.	3	Postoffice	900	July 17, 1884	Jan. 17, 1885
Reese, Henry F.	4	Treasury	900	Aug. 4, 1884	Feb. 4, 1885
Bartlett, Sallie A.	5	do	900	Aug. 9, 1884	Feb. 9, 1885
Ferguson, William T.	6	Interior	900	Aug. 14, 1884	Feb. 14, 1885
Clementa, Frank B.	7	Navy	900	Sept. 13, 1884	Apr. 1, 1885
Bartlett, Agnes S.	8	Postoffice	720	Dec. 4, 1884	.....
Frisbie, Henry S.	9	Treasury	900	Dec. 20, 1884	June 13, 1885
Horton, Miss Lucy W. R.	10	Postoffice	720	Feb. 6, 1885	Aug. 5, 1885
Berry, John T.	11	War	1,000	May 11, 1885	.....
Hamner, George W.	12	Treasury	1,200	Oct. 5, 1885	Apr. 5, 1886
Frisbie, William L.	13	do	900	Oct. 16, 1885	Apr. 16, 1886
Gorgas, Richard H.	14	War	1,000	Mar. 1, 1886	Sept. 1, 1886
Smith, Miss M. A. Esaby	15	Treasury	900	Mar. 19, 1886	Sept. 19, 1886
Andrews, William T.	16	Postoffice	1,000	Apr. 16, 1886	Oct. 16, 1886
Mostyn, Charles E.	17	Treasury	1,000	Apr. 23, 1886	Oct. 23, 1886
Longshaw, Luther M.	18	Interior	2,000	May 5, 1886	Nov. 5, 1886
Hamner, Edward D.	19	do	1,000	Oct. 5, 1886	Apr. 5, 1887
Daniel, Zadok T.	20	War	1,000	Nov. 19, 1886	May 19, 1887
Nabers, Francis D., jr.	21	do	1,000	Dec. 6, 1886	.....
Yelverton, John D.	22	Postoffice	900	Feb. 4, 1887	.....
Cooke, Mrs. Allie C.	23	Interior	900	Feb. 14, 1887	.....
Lackey, John M.	24	Treasury	1,200	do .....	.....
Roberts, James O'Conner	25	Interior	900	Feb. 19, 1887	.....
Hodgson, Telfair	26	do	900	Feb. 21, 1887	.....
Garrison, Ethridge J.	27	do	1,400	Apr. 1, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk)	4	.....	4	5	.....	5	.....	.....	.....
Limited (copyist)	1	2	3	.....	.....	.....
Principal pension ex- aminer
Type-writing	1	.....	1	.....	.....	.....
Special pension exam- iner
Total	4	.....	4	7	2	9	.....	.....	.....

classified departmental service, for the several states, and the number of appointments from each state.

ALABAMA.

Promoted.		Separated from service.	Examination taken.	Remarks.
	Date.			
000	July 18, 1884		General	Transferred to Treasury Department Oct. 13, 1885.
000	Sept. 23, 1885		do	
200	Jan. 7, 1887		Limited	
			General	
			Limited	
		Dismissed May 31, 1885.	do	
		Resigned Oct. 13, 1885	General	
200	Jan. 10, 1886	Removed Dec. 11, 1884	Limited	
			do	
		Dropped Nov. 11, 1885	General	
			do	Transferred to Interior Department Dec. 1, 1886, at \$1,200.
200	Dec. 1, 1886	Resigned Nov. 30, 1886	do	
400	Apr. 18, 1887		do	
			Limited	
200	Dec. 22, 1886		General	
200	Oct. 1, 1886		do	
			Principal pension examiner	
			General	
			do	
		Resigned Mar. 31, 1887	do	
			Limited	
			do	
500	June 17, 1887		Type-writing	
			Limited	
			General	
			Special pension examiner	

Postoffice.	Navy.				Interior				Agriculture.			Grand total.		
Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.		Male.	Female.	Total.	Male.	Female.	Total.
	1	2		2	2		2					14		14
2	4				2	1	3					5	5	10
					1		1					1		1
												1		1
					1		1					1		1
2	5	2		2	6	1	7					22	5	27

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
ARIZONA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary	Date.	
McPherson, Dorsey M	1	War	\$1,000	Mar. 15, 1884	Sept. 15, 1884
Pratz, Frederick C	2	do	1,200	May 22, 1886	Nov. 22, 1886

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				1		1						
Spanish and German languages				1		1						
Total				2		2						

ARKANSAS.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Turner, Mortimer A	1	Postoffice	\$1,000	Apr. 16, 1884	Oct. 16, 1884
Frisbie, William R	2	Treasury	1,200	July 23, 1884	Jan. 24, 1885
Brown, Lewis J	3	do	900	Aug. 14, 1884	.....
Lewis, Frank D	4	War	1,000	Feb. 7, 1885	Aug. 7, 1885
Anderson, Lindley S	5	Postoffice	1,000	Aug. 24, 1885	Feb. 16, 1886
Lewis, Miss Julia M	6	do	720	Oct. 13, 1885	Apr. 13, 1886
Atkins, John W G	7	do	1,500	Jan. 20, 1886	July 16, 1886
Boelter, Emil H	8	do	900	Feb. 25, 1886	Aug. 21, 1886
Griewold, Nathaniel R	9	Treasury	1,000	Apr. 5, 1886	Oct. 5, 1886
Todd, Mrs. Carrie E	10	Interior .....	.....	Apr. 14, 1886	Oct. 14, 1886
Collins, John W	11	do	720	May 3, 1886	Nov. 1, 1886
Frisbie, William R	12	do	2,000	May 6, 1886	Nov. 6, 1886
Strong, Charles B	13	do	900	May 12, 1886	Nov. 10, 1886
Johnson, William S	14	do	1,400	Sept. 17, 1886	Mar. 17, 1887
Darby, Samuel E	15	do	1,200	Oct. 29, 1886	Apr. 29, 1887
Fatherly, William A	16	Treasury	900	Feb. 10, 1887	.....
Schott, Gerhardus J	17	Interior	900	June 1, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	1	.....	1	2	.....	2	.....	.....	.....
Limited (copyist)	2	.....	2	.....	.....	.....
Principal examiner
Special pension exam- iner
Assistant examiner patent office
Total	1	.....	1	4	.....	4	.....	.....	.....

tations, classified departmental service, for the several states, etc.—Continued.

ARIZONA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	July 7, 1884		General Spanish and German languages.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
												1		1
												1		1
												2		2

ARKANSAS.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,400	Aug. 1, 1884	Resigned, Apr. 26, 1886	General	Soldier's claim of prefer- ence.
			do	
1,200	Dec. 2, 1886	Dropped, Feb. 13, 1885	Limited	Transferred to Interior Department, Jan. 7, 1887, at \$1,200.
1,200	Mar. 9, 1886	Resigned, Jan. 7, 1887	General	
			do	
900	Dec. 15, 1885		Limited	
1,200	May 22, 1886		General	
1,400	Dec. 22, 1886		Limited	
			General	
1,000	Jan. 10, 1887		do	
800	Mar 16, 1887		Limited	
			Principal pension ex- aminer.	
			Limited	
			Special pension exam- iner.	
			Assistant examiner patent office.	
			Limited	
			do	

Postoffice.			Navy			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
2		2					1	1				6	1	7
1	1	2				2		2				6	1	7
						1		1				1		1
						1		1				1		1
						1		1				1		1
4	1	5				6	1	7				15	2	17

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re-
COLORADO.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Von Motz, Albert	1	Justice		Feb. 12, 1884	.....
Rhodes, Daniel	2	Treasury	\$800	Nov. 24, 1884	May 24, 1885
Brown, Sherman J.	3	do	900	Oct. 31, 1885	Apr. 21, 1886
Taylor, John G.	4	Interior	1,400	Dec. 37, 1886	June 27, 1887
Blackledge, Cassius F.	5	War	1,000	Jan. 7, 1887	.....

Examination.	State.			War			Treasury			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk)							2		2	1		1
Special pension exam- iner												
Photography				1		1						
Total				1		1	2		2	1		1

CONNECTICUT.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Hoyt, Miss Mary F.	1	Treasury	\$800	Sept. 5, 1883	Mar. 8, 1884
Jennings, James H.	2	Interior.....	750	July 30, 1884	Jan. 30, 1885
Bates, Miss Ella	3	Treasury	900	Aug. 2, 1884	Feb. 2, 1885
Lord, Miss Cora A.	4	do	900	Sept. 6, 1884	Mar. 8, 1885
Harkness, Mrs. Mary C.	5	do	900	Nov. 4, 1884	May 4, 1885
Fuller, Thomas H.	6	Postoffice	1,000	July 1, 1885	Jan. 15, 1886
Mower, Charles E.	7	do	1,000	Mar. 3, 1886	Sept. 10, 1886
Kellogg, Edward B.	8	do	1,000	Mar. 9, 1886	Sept. 8, 1886
Eiker, Frisby G.	9	Navy	750	July 1, 1886	Dec. 31, 1886
Smith, Augustus P.	10	Interior.....	1,500	Aug. 10, 1886	Feb. 10, 1887
Smith, Orlando C.	11	War	1,000	Jan. 17, 1887	.....
Merrick, George R.	12	Treasury	900	Feb. 14, 1887	.....

Examination	State.			War			Treasury			Justice.		
	Male	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
Limited copyist								4	4			
Assistant topographer geological survey												
General clerk				1		1						
Type writing												
Assistant examiner, patent office							1		1			
Book keeping												
Total				1		1	1	4	5			

, classified departmental service, for the several states, etc.—Continued.

COLORADO.

Promoted.		Separated from service.		Examination taken.		Remarks.	
Date.							
Nov. 24, 1885		Died July 12, 1884 Resigned Nov. 24, 1885.		General do do Special pension examiner. Photography		Transferred to Interior Department Nov. 24, 1885, at \$1,400.	

Office.		Navy.		Interior.		Agriculture.		Grand total.					
e. no.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
											3		3
					1		1				1		1
											1		1
					1		1				5		5

CONNECTICUT.

Promoted.	Separated from service.	Examination taken.	Remarks.
Date			
July 1, 1885	}	Limited	To accept position in War Department.
Aug. 16, 1885		Assistant topographer, geological survey	
.....	Resigned Sept. 22, 1885	Limited	
.....		do	
.....		do	
Mar. 31, 1886		General	
Aug. 13, 1886		do	
Aug. 13, 1886		do	
.....	Resigned	Type writing	
Third assistant examiner, Oct. 1, 1886		Assistant examiner, patent office.	
.....		General	
Apr. 30, 1887		Book-keeping	

office.		Navy.			Interior.			Agriculture.			Grand total.		
Male.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1	1												
					1		1				1		1
3											4		4
		1		1							1		1
					1		1				1		1
											1		1
3		1		1	3		2				6		12

APPENDIX TABLE 4.—*Showing appointments, separations, promotions*
CALIFORNIA.

Name.	Ap- point- ment No.	Probationary appointment.		
		Department.	Salary.	Date.
Jenkins, Anderson L.....	1	War	\$1,000	Mar. 21, 1884
Pomeroy, Howard N	2	Interior.....	900	July 23, 1884
Peters, William J	3	.. do	900	July 25, 1884
Stackpole, Edward C.....	4	War	1,000	Sept. 18, 1884
Wirt, William W	5	Treasury	900	Sept. 19, 1884
Ranney, Miss Emma	6	.. do	900	Sept. 29, 1884
Fryal, Andrew D	7	War	1,000	Nov. 4, 1884
Worth, Wilmer	8	Navy	1,000	Dec. 31, 1884
Pratt, Alexis L	9	War	1,000	June 19, 1885
Seaver, Horace N	10	.. do	1,000	Mar. 2, 1885
West, Laomer.....	11	Treasury	1,400	Mar. 5, 1886
Wood, Mrs. Arabella R.....	12	Agriculture	600	July 19, 1886
Grossart, Frederick W.....	13	War	1,000	Sept. 7, 1886
Wirth, Joseph	14	Treasury	900	Dec. 29, 1886
Hopkins, Emma L	15	Interior.....	900	Dec. 27, 1886
Street, Harlow R.....	16	War	1,000	Jan. 17, 1887
Carusi, Samuel P	17	Interior.....	1,400	Apr. 1, 1887

Examination.	State.			War.			Treasury			Male
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	
General (clerk)				7		7				
Assistant topographer, geological survey										
Limited (copyist).....							2	1	3	
Medical science										
Law							1		1	
Agriculture										
Special pension exam- iner										
Total				7		7	3	1	4	

DAKOTA.

Name.	Ap- point- ment No.	Probationary appointment.		
		Department.	Salary.	Date.
Armistead, Miss Corn L	1	Treasury ..	\$900	June 18, 1884
Willis, Theodore	2	.. do	900	Oct. 5, 1885
Cleveland, Cynthia E	3	.. do	1,000	Oct. 22, 1885

Examination.	State.			War			Treasury			Male
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	
Limited (copyist).....								1	1	
General (clerk)							1		1	
Law								1	1	
Total							1	2	3	

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CALIFORNIA

promoted.	Separated from service.	Examination taken.	Remarks.
Date.			
.....	Resigned Sept. 19, 1884 ..	General	
.....	Died Aug. 25, 1884	Assistant topographer, geological survey.	
July 1, 1885 .....	.....	do
Oct. 29, 1884 .....	.....	General
.....	Died Nov. 3, 1884	Limited	Reappointed July 11, 1885.
.....	.....	do
Jan. 11, 1886	Dropped June 8, 1885 ..	General	
.....	.....	Medical science
Aug. 1, 1886	General	Soldier's claim of prefer- ence. Do
.....	Resigned Sept. 15, 1885 ..	do	
.....	.....	Law
.....	.....	Sericulture
.....	.....	General
.....	.....	Limited
.....	.....	do
.....	.....	General
.....	Special pension ex- aminer.	

office.		Navy.			Interior.			Agriculture.			Grand total.		
No.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1	1										7		7
2					2		2				2		2
3						1	1				2	2	4
4		1		1							1		1
5											1		1
6									1	1		1	1
7					1		1				1		1
8		1		1	8	1	4		1	1	14	3	17

DAKOTA.

unmoted.			
Date.	Separated from service.	Examination taken.	Remarks.
.....	Limited	
.....	General	
.....	Law	

office.		Navy.			Interior.			Agriculture.			Grand total		
Male.	Total	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
...	1	1
...	1	1	1
...	1	1	1
...	1	2	3

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and
DELAWARE.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Black, Miss Marion A.	1	Treasury	\$900	Mar. 13, 1884	Sept. 13, 1
Heald, William H.	2	do	900	Oct. 23, 1884	Apr. 23, 1
Moore, John B.	3	State	1,200	July 1, 1885	Dec. 31, 1
Thomas, Lorenzo	4	Interior	1,400	Dec. 27, 1886	June 27, 1

Examination.	State.			War			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
Limited (copyist)								1	1			
General (clerk)							1		1			
State Department	1		1									
Special pension exam- iner												
Total	1		1				1	1	2			

DISTRICT OF COLUMBIA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Peake, James B.	1	Treasury	\$900	Oct. 3, 1883	Apr. 3, 1
O'Neal, James R.	2	do	900	Oct. 6, 1883	Apr. 5, 1
Haynes, William H.	3	do	900	do	do
Weyss, John E.	4	War	1,800	Jan. 21, 1884	July 21, 1
Peterson, Miss Helene	5	Postoffice	720	Apr. 18, 1884	.....
Baker, Charles H.	6	Interior	1,000	May 23, 1884	Dec. 3, 1
Stitt, Francis U.	7	War	1,400	July 17, 1884	Jan. 17, 1
Stewart, Edward C.	8	State	900	July 24, 1884	Jan. 24, 1
Freyhold, Felix	9	Interior	720	July 26, 1884	Jan. 26, 1
Phillips, Robert H.	10	do	720	July 28, 1884	Jan. 28, 1
Doelittle, Clarence E.	11	do	720	July 30, 1884	Jan. 30, 1
Forrest, T. R. Keith	12	do	1,200	Aug. 21, 1884	Feb. 21, 1
Keefer Joseph H.	13	do	1,200	Aug. 23, 1884	Feb. 22, 1
Wright, George B.	14	do	1,200	do .....	.....
Albright, James B.	15	do	1,200	do	do
Madden, Mrs. Antonia F.	16	Postoffice	720	Aug. 30, 1884	Mar. 3, 1
Wilson, Lewis D.	17	Interior	1,200	Sept. 8, 1884	Mar. 8, 1
Janus, Anthony	18	do	1,200	Oct. 2, 1884	.....
Kilp, Miss Pauline	19	do	900	Oct. 18, 1884	Apr. 18, 1
Golmes, William H.	20	do	900	Jan. 1, 1885	July 1, 1
McGill, Miss Minnie C.	21	Treasury	900	Oct. 31, 1885	Apr. 21, 1
Shaw, Alexander P.	22	Interior	900	Dec. 1, 1885	June 1, 1
White, James R.	23	Treasury	1,200	Feb. 11, 1886	Aug. 11, 1
McDermott, Charles F.	24	War	900	Mar. 1, 1886	Sept. 1, 1
Browne, Miss Rosa C.	25	Interior	900	Mar. 4, 1886	Sept. 4, 1
Burche, John A. W.	26	Treasury	1,200	Apr. 9, 1886	Oct. 9, 1
Ourand, Charles H.	27	War	1,200	do	do
Goddard, Miss Mary L.	28	Interior	900	Aug. 1, 1886	Feb. 1, 1
Morrow, Miss Mae P.	29	do	900	do	do
Harrington, William D.	30	do	1,000	Aug. 12, 1886	Feb. 12, 1

tions, classified departmental service, for the several states, etc.—Continued.

DELAWARE.

Promoted.		Separated from service.	Examination taken.	Remarks.
No—	Date.			
.....	Limited	
.....	General	
.....	State Department	
.....	Special pension exam- iner.	

Postoffice.			Navy			Interior.			Agriculture			Grand total.		
No.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
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DISTRICT OF COLUMBIA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,000	Oct. 23, 1884	}	Limited	
1,200	Feb. 7, 1885		do	
.....	.....	.....	do	
.....	.....	Dismissed Jan. 31, 1885, on completion of spe- cial work.	Topographical draughtsman.	Non-competitive.
1,200	Feb. 16, 1887	Resigned Aug. 27, 1884	Scandinavian languages	
.....	.....	.....	Mechanical draughtsman	Non-competitive.
.....	.....	.....	Proof-reader and reviser	
.....	.....	Dismissed May 15, 1885	Telegraphy	
900	July 1, 1885	.....	Assistant topographer geo- logical survey.	
.....	.....	Resigned Aug. 10, 1884	do	
.....	.....	.....	do	
1,400	Nov. 25, 1886	Dismissed Feb. 21, 1885	Special pension examiner.	
1,400	Apr. 16, 1886	}	do	Reinstated Aug. 10, 1885.
1,600	May 16, 1887		do	
900	Mar. 5, 1885	.....	Scandinavian languages ..	
d assist. raminer.	June 29, 1886	.....	.....
d assist. raminer.	Aug. 1, 1886	.....	Assistant examiner, patent office.	
.....	.....	Died Mar. 6, 1885	do	
1,000	Aug. 15, 1886	}	Topographical draughtsman.	
1,200	Jan. 10, 1887		Type-writing	
1,200	Aug. 9, 1886	.....	do	
th assist. raminer	Feb. 16, 1886	}	Examiner's clerk, patent office.	
d assist. raminer.	Aug. 1, 1886		Book-keeping	
.....	.....	.....	Topographical draughtsman	
1,000	Aug. 1, 1886	.....	Examiner's clerk, patent office.	
.....	.....	.....	Book-keeping	
.....	.....	.....	Copyist of topographical drawings.	
1,000	Mar. 1, 1887	.....	Examiner's clerk, patent office.	
.....	.....	.....	do	
.....	.....	.....	Mechanical draughtsman.	

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re-
DISTRICT OF COLUMBIA—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Mattingly, Robert E.....	31	Interior.....	900	Nov. 15, 1886	May 15, 1887
Frisbus, Gustav.....	32	War.....	1,000	Dec. 1, 1886	June 1, 1887
Horkins, Charles J.....	33	do.....	1,000	Jan. 22, 1887	.....
Sullivan, Paul D.....	34	Interior.....	900	Feb. 11, 1887	.....
Fahrenbruch, Eda C.....	35	do.....	900	Feb. 17, 1887	.....
Fenwick, B. Carlyle.....	36	do.....	1,000	Mar. 23, 1887	.....
Sullivan, John T.....	37	do.....	900	Mar. 29, 1887	.....
Anderson, T. Hart.....	38	do.....	900	Apr. 4, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
Limited (copyist).....							2		2			
Topographical draughtsman.....				2		2						
Scandinavian languages.....												
Mechanical draughtsman.....												
Proof-reader and reviser.....				1		1						
Telegraphy.....	1		1									
Assistant topographer geological survey.....												
Special pension examiner.....												
Assistant examiner, patent office.....												
Type-writing.....				1		1		1	1			
Examiner's clerk, patent office.....												
Book keeping.....							2		2			
Copyists of topographical drawing.....				1		1						
Architectural draughtsman.....				1		1						
Copyists of mechanical drawings.....												
Total.....	1		1	6		6	4	1	5			

FLORIDA

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Jones, Thomas H.....	1	War.....	\$1,000	Apr. 17, 1884	Oct. 17, 1884
Hicks, Miss Louisa.....	2	Treasury.....	900	Aug. 4, 1884	Feb. 4, 1885
Meany, Richard T.....	3	War.....	1,000	Jan. 12, 1885	July 12, 1885
Hastie, Elisabeth H.....	4	Postoffice.....	720	Mar. 19, 1886	Sep. 14, 1886
Buford, Robert.....	5	Treasury.....	1,000	Jan. 31, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk).....				2		2	1		1			
Limited (copyist).....								1	1			
Total.....				2		2	1	1	2			

sified departmental service, for the several states, etc.—Continued.

DISTRICT OF COLUMBIA-Continued.

ed	Separated from service.	Examination taken.	Remarks.
Date.			
		Type-writing	
		Architectural draughtsman	
		Type-writing	
		Examiner's clerk, patent office.	
		Copyist of mechanical drawings.	
		Mechanical draughtsman...	
		Examiner's clerk, patent office.	
		do	

Total	Navy.			Interior.			Agriculture.			Grand total.		
	Male.	Female.	Total	Male	Female.	Total.	Male.	Female	Total.	Male.	Female.	Total.
.....	3	.....	3
.....	1	1	.....	.....	.....	2	1	3
2	2	2
.....	3	.....	3	.....	.....	.....	3	.....	3
.....	1	.....	1
.....	1	.....	1
.....	3	.....	3	.....	.....	.....	3	.....	3
.....	4	.....	4	.....	.....	.....	4	.....	4
.....	2	.....	2	.....	.....	.....	2	.....	2
.....	2	.....	2	.....	.....	.....	3	1	4
.....	4	3	7	.....	.....	.....	4	3	7
.....	2	.....	2
.....	1	.....	1
.....	1	.....	1
.....	1	1	.....	.....	.....	.....	1	1
2	18	4	23	.....	.....	.....	30	8	38

FLORIDA.

ed. Date.	Separated from service.	Examination taken.	Remarks.
7, 1884	General	
	Limited	
8, 1885	General	
	Limited	
	General	

Navy				Interior			Agriculture.			Grand total.		
Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1										2	2	4
1										2	2	4

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and
GEORGIA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointments
		Department.	Salary.	Date.	
Renick, Edward I	1	Treasury	\$1,200	Feb. 11, 1884	Aug. 11
Schofield, John C	2	War	1,000	Apr. 25, 1884	Oct. 25
Cumming, Montgomery	3	Treasury	1,200	June 9, 1884	Dec. 9
Wade, Erwin M	4	do	900	July 25, 1884	Jan. 25
Gadsden, Edward M	5	Postoffice	1,200	July 26, 1884	Jan. 26
Fallon, Charles J	6	Interior	900	Aug. 4, 1884	Feb. 4
Meyerhardt, Louis	7	do	900	Aug. 14, 1884	Feb. 14
McDuffee, Joseph A	8	Treasury	900	Sept. 17, 1884	Mar. 17
Cromelin, Roland F	9	Navy	900	Oct. 4, 1884	Apr. 13
Hogan, Thomas J	10	Interior	1,200	Oct. 9, 1884	Apr. 9
Gambrill, Miss Maria	11	do	900	Feb. 27, 1885	Aug. 27
Prince, Oliver H	12	Treasury	900	Mar. 19, 1885	.....
Zappone, Claude E	13	War	1,000	May 4, 1885	Nov. 4
Boykin, James C	14	do	1,000	July 15, 1885	Jan. 15
Griswold, Harry G	15	Postoffice	1,000	Sept. 1, 1885	Mar. 4
Megrath, William A	16	Treasury	1,200	Sept. 23, 1885	Mar. 23
Cromelin, Roland F	17	War	1,200	Oct. 13, 1885	Apr. 13
Du Bose, George P	18	Interior	1,800	Oct. 31, 1885	May 1
Hillyer, Shaler G., jr	19	Treasury	900	Apr. 9, 1886	Oct. 9
De Graffenried, Miss M. C	20	Interior	900	June 11, 1886	.....
Banks, Mrs. Mary R	21	do	900	Aug. 1, 1886	Feb. 1
Wallis, Henry J	22	War	1,000	Sept. 17, 1886	Mar. 17
Earle, Richard H	23	Treasury	1,200	Sept. 24, 1886	Mar. 24
Neel, William J	24	War	1,000	Nov. 13, 1886	May 13
Swearingen, Henry H	25	do	1,000	Nov. 16, 1886	May 16
Griffin, William Y	26	Treasury	1,000	Jan. 3, 1887	.....
Andrews, Miss Ollie L	27	Interior	900	Feb. 24, 1887	.....
Myers, William E	28	Treasury	1,200	Mar. 16, 1887	.....

Examination	State			War			Treasury.			Justice.	
	Male	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male	Fe- male.
Law							2		2		
General (clerk)				6		6	5		5		
Limited (copyist)							3		3		
Type-writing											
Assistant examiner, patent office											
Stenography				1		1					
Medical examiner, pension office											
Examiner's clerk, pat- ent office											
Total				7		7	10		10		

ations, classified departmental service, for the several states, etc.—Continued.

GEORGIA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Dec. 16, 1884		Law	
			General	
			do	
1,400	Sept. 23, 1886		Limited	
1,600	Dec. 22, 1886		General	
			Limited	
1,000	Oct. 16, 1885		General	
1,200	Aug. 1, 1886		Limited	
		Resigned Oct. 13, 1885.	Type-writing	To accept position in War Department.
1 assistant examiner.	Oct. 16, 1886	Resigned July 31, 1886	Assistant examiner, patent office.	Reinstated Oct. 9, 1886.
1,000	Apr. 1, 1887		Limited	
		Died Apr. 30, 1885	do	
1,200	Aug. 6, 1885		General	
1,200	Apr. 25, 1887	Resigned Apr. 25, 1887	do	Transferred to Interior Department Apr. 25, 1887, at \$1,200.
1,200	Aug. 13, 1886		do	
		Resigned Nov. 27, 1886.	do	Transferred to fourth assistant examiner, patent office, Nov. 27, 1886, Interior Department.
			Stenography	
		Resigned Jan. 21, 1887	Medical examiner, pension office.	
			General	
		Resigned Sept. 30, 1886	Limited	
			Examiner's clerk, patent office.	
			General	
			do	
		Resigned June 2, 1887	do	
			do	
1,200	May 2, 1887		do	
			Limited	
			Law	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
												3		3
2		2				1		1				14		14
					1	3		4				4	3	7
			1		1							1		1
					1			1				1		1
												1		1
					1			1				1		1
						1		1					1	1
2		2	1		1	4		4				24	4	28

APPENDIX TABLE 4.—Showing appointments, promotions, separations, etc.
IDAHO.

Name	Ap- point- ment No.	Probationary appointment.			Abso- lute appoint- ment
		Department.	Salary.	Date.	
Butcher, John H. U.....	1	Treasury	\$1,200	Oct. 14, 1885	.....

Examination.	State.			War.			Treasury.			Justice.	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.
General (clerk)	1	.....	1	.....	.....
Total	1	.....	1	.....	.....

ILLINOIS.

Name.	Ap- point- ment No.	Probationary appointment.			Abso- lute appoint- ment
		Department.	Salary.	Date.	
Webster, William G.....	1	Treasury	\$1,000	Nov. 15, 1883	May 15
Deardoff, William S	2	Postoffice	900	Dec. 15, 1883	June 15
Kochler, George.....	3	Treasury	1,200	Dec. 31, 1883	July 1
Hogan, William J. H	4	War	1,000	Jan. 21, 1884	July 7
Nesly, John R.....	5	do	1,000	Feb. 2, 1884	Aug. 2
Whyte, George W.....	6	Treasury	1,200	Mar. 18, 1884	.....
Kessler, George R.....	7	Interior.....	1,000	Aug. 6, 1884	Feb. 6
Barrington, Richard L.....	8	Navy .....	.....	do	do
Smallwood, Miss Lyda M	9	Treasury	900	Aug. 12, 1884	Feb. 12
Hodder, Frank H.....	10	do	1,000	Aug. 14, 1884	Feb. 14
Bridges, Walter S	11	Interior.....	900	Aug. 25, 1884	Feb. 25
Woolard, William F.....	12	do	900	Aug. 28, 1884	Feb. 28
Roberts, Joseph W.....	13	Treasury	1,200	Sept. 1, 1884	Mar. 1
Dennis, T. Fletcher.....	14	Interior.....	1,000	Sept. 2, 1884	Mar. 2
Mead, Richard H.....	15	do	1,200	Sept. 5, 1884	Mar. 5
Smith, Pinckney W.....	16	Treasury	1,200	Sept. 15, 1884	Mar. 15
Moore, John B	17	do	900	Sept. 17, 1884	.....
Kiner, Samuel Ross	18	War	1,000	Sept. 18, 1884	Mar. 18
Beatty, Miss Sophia R	19	Treasury	900	Sept. 27, 1884	Mar. 27
Downing, John F.....	20	Interior.....	900	Oct. 4, 1884	Apr. 4
Stockwell, Nathaniel S.....	21	do	1,200	Oct. 13, 1884	Apr. 13
Davison, Alpheus.....	22	do	900	Nov. 8, 1884	May 8
Howell John H.....	23	do	900	Dec. 1, 1884	June 1
Morse, Hiram B.....	24	War	1,000	Feb. 8, 1885	Aug. 8
Goods, John J. A.....	25	do	1,000	Apr. 6, 1885	Oct. 6
Long, James A	26	do	1,000	Apr. 20, 1885	Oct. 20
Himes, Isadore H.....	27	do	1,000	May 20, 1885	Nov. 20
Shannon, Harvel M.....	28	do	1,000	June 5, 1885	Dec. 5
Whitner, Charles F.....	29	do	1,000	July 3, 1885	Jan. 3
Burger, Oliver P.....	30	Postoffice	1,000	Sept. 26, 1885	.....
Crisp Thomas B.....	31	Treasury	1,200	Sept. 28, 1885	Mar. 28
Barrington, William L	32	Navy	1,400	Jan. 26, 1886	July 26
Jenner, Norman R	33	Treasury	1,200	Mar. 2, 1886	Sept. 2
Kinnear, John B	34	do	1,200	Mar. 5, 1886	Sept. 5
Poindexter, Claude L	35	do	1,200	Mar. 8, 1886	Sept. 8
Aspern, Harry	36	do	1,200	Mar. 22, 1886	Sept. 22
Boran, Thomas T	37	do	1,200	Apr. 9, 1886	Oct. 9
Johnston Carrie M	38	Interior.....	900	Aug. 1, 1886	Feb. 1
Stiff, Henry C.....	39	do	1,400	Aug. 7, 1886	Feb. 7

orations, classified departmental service, for the several states, etc.—Continued.

IDAHO.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
.....		Died Jan. 26, 1886.....	General.....	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
.....	1	.....	1
												1	....	1
.....			

ILLINOIS.

Promoted.		Separated from service.	Examination taken.	Remarks.	
To—	Date.				
\$1,200	Apr. 22, 1884	Removed May 31, 1885.	General.....	•	
1,000	July 12, 1884	{	do		
1,200	Aug. 24, 1885		do		
1,200	July 7, 1884	Discharged Feb. 4, 1887.	do		
1,200	Mar. 11, 1886	Resigned Aug. 31, 1884	do		
1,200	Nov. 21, 1885		do		
1,400	Sept. 1, 1886	{	do		
			Resigned Sept. 17, 1886*		do
					*To accept position in Treasury Department.
		Resigned June 30, 1885	Limited.....	General examination under Rule XXI.	
			General.....		
1,000	May 1, 1886	{	Limited.....		
1,200	Feb. 15, 1887		{		General.....
1,000	Apr. 16, 1886	do			
1,200	May 1, 1887	do			
1,200	Feb. 7, 1885	{	do		
1,400	Dec. 1, 1885		do		
1,400	Nov. 1, 1885	Resigned Dec. 22, 1886..	Special pension examiner...		
		Removed Jan. 26, 1885..	General.....		
			do		
			do		
			Limited.....		
1,000	Apr. 22, 1886	Resigned Oct. 15, 1886..	General.....		
ld assist. examiner.	Aug. 1, 1886		Assistant examiner, patent office.		
1,000	Apr. 1, 1887		Limited.....		
			General.....		
1,200	June 19, 1885		do		
1,200	Aug. 14, 1885		do		
1,200	July 11, 1885		do		
		Dismissed Mar. 2, 1887..	do		
1,200	Sept. 23, 1885		do		
1,200	Nov. 1, 1886		do		
		Removed Jan. 7, 1886..	do		
			do		
			Book-keeping.....		
			General.....		
1,400	Jan. 19, 1887		do		
			do		
			Law		
1,400	June 29, 1886		do		
			Examiner's clerk		
			Special pension examiner...		

APPENDIX TABLE 4. Showing appointments, promotions, separations, and re-
ILLINOIS—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary	Date.	
Frost, John W	40	Interior	\$1,200	Aug. 23, 1886	Feb. 23, 1887
McRoberts, Josiah	41	.. do	1,200	Aug. 28, 1886	Feb. 28, 1887
Woolsey, George E	42	.. do	1,400	Sept. 16, 1886	Mar. 16, 1887
Stone, John B	43	Treasury	1,400	Sept. 17, 1886	Mar. 17, 1887
McCarthy, Florence	44	Interior	1,400	Sept. 18, 1886	Mar. 18, 1887
Barrington, Richard L	45	Treasury	1,000	.. do .....	.. do
Upham, Artemus B	46	Interior	1,200	Sept. 22, 1886	Mar. 22, 1887
Ullery, Lee	47	Treasury	1,200	Sept. 23, 1886	Mar. 23, 1887
Cronkhite, Philander C	48	.. do	1,200	Sept. 25, 1886	Mar. 25, 1887
Myers, Abram	49	Interior	1,400	Oct. 4, 1886	Apr. 4, 1887
Smith, Thomas J	50	.. do	1,400	Oct. 26, 1886	Apr. 26, 1887
Darling, Frank I	51	.. do	1,400	Nov. 1, 1886	May 1, 1887
Le Moyne, Louis V	52	.. do	1,200	Nov. 4, 1886	May 4, 1887
Reynolds, Henry L	53	.. do	1,200	Nov. 11, 1886	May 11, 1887
Lydston, James Allen	54	.. do	1,800	Jan. 3, 1887	.. ..
Sullivan, Charles B	55	Postoffice	1,000	Jan. 24, 1887	.. ..
Payne, Eugene B	56	Interior	1,400	Jan. 26, 1887	.. ..
Farnsworth, Calvin	57	Treasury	900	Feb. 1, 1887	.. ..
Stockett, John W	58	War	1,200	Feb. 3, 1887	.. ..
Barrington, John S	59	.. do	1,000	Feb. 5, 1887	.. ..
Merritt, Addis D	60	Interior	900	Feb. 17, 1887	.. ..
Jones, Alexander J	61	War	1,200	Mar. 1, 1887	.. ..
Stout, Miss Mayrie E	62	.. do	1,000	.. do .....	.. ..
Mohler, Henry H	63	Interior	1,400	Apr. 4, 1887	.. ..
Tanner, George W	64	.. do	900	Apr. 20, 1887	.. ..

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				9		9	14		14			
Limited (copyist)							1	2	3			
Special pension exam- iner												
Assistant examiner, patent office												
Book keeping							1		1			
Law							2		2			
Examiner's clerk, pat- ent office												
Medical examiner, pen- sion office												
Mechanical draughts- man				1		1						
Type-writing				1	1	2						
Stenography and type- writing				1		1						
Total				12	1	13	17	2	19			

REPORT OF THE CIVIL-SERVICE COMMISSION.

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ns, classified departmental service, for the several states, etc.—Continued. *

ILLINOIS—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
	Date.			
det.	Oct. 1, 1886		Assistant examiner, patent office.	
ser.	Oct. 1, 1886		do	
det.	Apr. 27, 1887		Special pension examiner	
in'r.			General	
det.			Special pension examiner	
in'r.			Book keeping	
			Assistant examiner, patent office.	
			General	
400	June 1, 1887	Resigned Apr. 14, 1887	do	Transferred to Interior Department Apr. 14, 1887
			Special pension examiner	Soldier's claim of preference.
			do	
			do	
			Assistant examiner, patent office.	
			do	
			Medical examiner, pension office.	
			General	
			Special pension examiner	Soldier's claim of preference.
			Limited	Do.
			Mechanical draughtsman	
det.	Apr. 4, 1887		Type-writing	
ser.			Examiner's clerk, patent office.	
		Resigned Mar. 24, 1887	Stenography and type-writing.	
			Type-writing	
			Special examiner, pension office.	
			Limited	

Postoffice.		Navy.		Interior.			Agriculture.			Grand total.			
Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
.....	3	1	.....	1	5	.....	5	.....	.....	.....	22	.....	22
.....	3	.....	3	.....	.....	.....	4	2	6
.....	9	.....	9	.....	.....	.....	9	.....	9
.....	6	.....	6	.....	.....	.....	6	.....	6
.....	1	.....	1	.....	.....	.....	.....	.....	.....	2	.....	2
.....	2	.....	2
.....	1	1	2	.....	.....	.....	1	1	2
.....	1	.....	1	.....	.....	.....	1	.....	1
.....	1	.....	1
.....	1	1	2
.....	1	.....	1
.....	2	2	.....	2	25	1	26	.....	.....	.....	60	1	61

**APPENDIX TABLE 4—Showing appointments, promotions, separations, and
INDIAN TERRITORY.**

Name.	Ap- point- ment No.	Probationary appointment.			Absol appoint
		Department.	Salary.	Date.	
Seaman, Miss Henrietta J	1	Postoffice	\$720	Sept. 14, 1885	Mar. 17.

Examination.	State.			War.			Treasury.			Justice.	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.
General (clerk)											
Total											

INDIANA.

Name.	Ap- point- ment No.	Probationary appointment.			Absol appoint
		Department.	Salary.	Date.	
Raymond, Thomas U	1	War	\$1,000	Sept. 29, 1883	Mar. 29
Spencer, Mrs. Annie M	2	Treasury	900	Nov. 12, 1883	May 12
Maxam, Oliver M	3	do	900	Mar. 17, 1884	Sept. 17
McClain, Dow	4	War	1,000	June 21, 1884	.....
Houchen, John L	5	do	1,000	July 23, 1884	Jan. 23
Landrey, Staley M	6	Interior	1,000	Aug. 8, 1884	Feb. 8
Ginn, Lurtin R	7	Treasury	1,200	Aug. 9, 1884	Feb. 9
Burnam, Harry E	8	Interior	900	Aug. 11, 1884	Feb. 11
Farrabee, Louis F	9	do	900	Aug. 28, 1884	Feb. 28
Neal, E. Everett	10	War	1,000	Aug. 30, 1884	do
Chamberlin, William M	11	Interior	900	Sept. 1, 1884	Mar. 1
Guthrie, James	12	do	1,200	Sept. 4, 1884	Mar. 4
Raymond, Charles H	13	do	1,200	Sept. 5, 1884	Mar. 5
Charles, Lewis N	14	Treasury	1,200	Sept. 10, 1884	Mar. 10
Smith, John T	15	War	1,000	Nov. 11, 1884	May 11
Fitch, Henry	16	Treasury	1,000	Jan. 12, 1885	July 12
Vickery, William J	17	War	1,000	Apr. 1, 1885	.....
Smith, Peter D	18	do	1,000	July 1, 1885	.....
Pettit, John S	19	Treasury	1,200	Oct. 1, 1885	Apr. 1
Burke, Miss Hinda L	20	Postoffice	720	Dec. 23, 1885	June 18
Mess, Michael A	21	War	1,000	Feb. 4, 1886	Aug. 4
Robertson, Mrs. Gay	22	Interior	900	Feb. 17, 1886	Aug. 16
Platt, Wilmer G	23	Treasury	1,200	Mar. 3, 1886	Sept. 3
Carr, William E	24	do	1,200	Mar. 11, 1886	Sept. 11
Faris, John H	25	Postoffice	1,000	Mar. 20, 1886	Sept. 18
Ball, Mrs. Matie S	26	Interior	1,200	Aug. 1, 1886	Feb. 1
Pittman, Jeremiah F	27	do	1,400	Aug. 7, 1886	Feb. 7
Fowler, Willis J	28	Treasury	900	Sept. 7, 1886	Mar. 7
Buskirk, Edward C	29	Interior	2,000	Sept. 16, 1886	Mar. 16
Freeland, John J	30	do	1,000	Oct. 12, 1886	Apr. 12
Owen, McHenry	31	do	1,400	Oct. 28, 1886	Apr. 28
Jones, George S	32	do	1,000	Nov. 2, 1886	May 3
Goodlett, Nicholas M	33	do	1,200	Dec. 1, 1886	June 1
Ingram, John L	34	Treasury	1,200	Dec. 22, 1886	June 22
Hildebrand, Adolph	35	Interior	1,000	Dec. 27, 1886	June 27
Ward, Miss Mabel	36	Treasury	900	Jan. 27, 1887	.....

tations, classified departmental service, for the several states, etc.—Continued.

INDIAN TERRITORY.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$900	Feb. 11, 1886	.....	General.....	Married. Now Mrs. Johanna H. Gles.

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.
.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1

INDIANA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Dec. 1, 1883	Resigned July 6, 1886 ..	General.....	Appointed to a clerkship on Civil-Service Commission.
.....	.....	.....	Limited
.....	.....	.....	do
.....	.....	Resigned July 16, 1886 ..	General.....
.....	.....	.....	do
.....	.....	Resigned Sept. 5, 1885 ..	do
.....	.....	.....	do
1,000	Oct. 23, 1885	.....	do
1,200	Mar. 20, 1886	.....	do
1,200	Dec. 19, 1884	Discharged Apr. 17, 1886	do	
.....	.....	.....	Limited
.....	.....	.....	Special pension examiner.
.....	.....	Died Oct. 30, 1886	do
1,200	Mar. 24, 1885	.....	General.....
.....	.....	.....	do
.....	Resigned July 23, 1885 ..	do	Transferred to Interior Department May 4, 1887, at \$1,200.
.....	.....	.....	do
.....	.....	Dropped Dec. 31, 1885 ..	do
900	June 7, 1886	.....	Law
1,200	Aug. 4, 1886	Resigned May 4, 1887 ..	Limited	
.....	.....	.....	General.....
1,000	Apr. 4, 1887	.....	Examiner's clerk, patent office.
.....	.....	.....	General.....
.....	.....	.....	do
1,200	Aug. 13, 1886	.....	do
1,400	Nov. 10, 1886	Examiner's clerk, patent office.	Soldier's claim of preference.
.....	.....	.....	Special pension examiner.
.....	.....	.....	Proof-reader
.....	.....	.....	Principal pension examiner.
.....	.....	.....	General.....
.....	.....	.....	Special pension examiner.
.....	.....	.....	General.....
.....	.....	.....	Assistant examiner, patent office.
.....	.....	.....	Law
1,200	Mar. 7, 1887	.....	General.....
.....	.....	.....	Limited

APPENDIX TABLE 4—Showing appointments, promotions, separations, and re
INDIANA—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Ward, Miss Lucy	37	Treasury	\$900	Jan. 27, 1887	.....
Turpin, William J	38	Interior	1,400	Feb. 3, 1887	.....
Halley, Noah W	39	do	1,400	do .....	.....
McGee, John M.	40	do	1,400	Feb. 8, 1887	.....
Kelley, Mary T	41	do	900	Mar. 1, 1887	.....
Shank, Charles D	42	do	1,400	Apr. 2, 1887	.....
Vickery, William J	43	do	1,200	Apr. 28, 1887	.....
McClelland, Frank	44	do	1,400	May 5, 1887	.....
Williams, Lucy L	45	do	900	May 12, 1887	.....
Kelgwin, Charles A	46	Treasury	900	June 18, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				3		3	5		5			
Limited (copyist)							1	2	4			
Special pension exam- iner												
Law							3		3			
Examiner's clerk, pat- ent office												
Proof-reader							1		1			
Principal pension ex- aminer												
Assistant examiner, patent office												
Type-writing												
Total				3		3	10	2	12			

REPORT OF THE CIVIL-SERVICE COMMISSION.

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Persons, classified departmental service, for the several states, etc.—Continued.

INDIANA—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
			Limited.	
			Special pension exam- iner.	
			do	
			do	
			Examiner's clerk, pat- ent office.	
			Special pension exam- iner.	
\$1,400	Apr. 28, 1887		Assistant examiner, patent office.	Transferred to pension office Apr. 28, 1887, \$1,400.
			Special pension exam- iner.	
			Type-writing	
			Law	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1		1				6		6				30		30
	1	1				1		1				2	4	6
						9		9				9		9
												3		3
													2	2
												1		1
						1		1				1		1
						2		2				2		2
						1		1					1	1
1	1	2				19	4	23				33	8	41

APPENDIX TABLE 4.—Showing appointments, promotions, separa

IOWA.

Name.	Ap- point- ment No.	Probationary appointment.		
		Department.	Salary.	Date.
Smith, Harry W	1	War	\$1,000	Sept. 25, 1883
Wilson, Miss Lizzie L	2	Postoffice	720	July 16, 1884
Crawford, William H	3	Treasury	1,200	Aug. 1, 1884
Thompson, James G	4	do	1,200	do
Sprowle, James M	5	do	1,200	Aug. 6, 1884
Leech, George A	6	Interior	1,200	Aug. 21, 1884
Johnson, Elbert L	7	do	900	Aug. 27, 1884
Hill, Miss Lois E	8	Treasury	900	Aug. 28, 1884
Alexander, William R. H	9	Interior	1,200	Sept. 12, 1884
Scott, Joseph A	10	do	900	Sept. 15, 1884
Glover, Truman J	11	War	1,000	Sept. 18, 1884
Spooner, Cassius M. C	12	Treasury	1,000	Oct. 14, 1884
Sperry, Andrew F	13	Postoffice	1,000	Nov. 28, 1884
Sargent, Daniel K	14	War	1,000	Apr. 16, 1885
Huston, William H	15	do	1,000	May 13, 1885
Lawa, Miss Kitty J	16	Postoffice	720	Sept. 24, 1885
Mitchell, Samuel C	17	War	1,000	Jan. 20, 1886
Finn, Mrs. Emilie L	18	Postoffice	720	Apr. 5, 1886
Stanton, Lemuel J	19	do	1,000	Apr. 19, 1886
Lind, Andrew K	20	do	900	Aug. 5, 1886
Simpson, George B	21	Interior	1,200	Sept. 1, 1886
McMillan, Samuel M	22	Postoffice	900	Sept. 2, 1886
Brower, Chancellor J	23	Interior	1,400	Sept. 18, 1886
Rogers, Samuel G	24	do	1,000	Oct. 9, 1886
Fletcher, Frank A	25	do	1,400	Nov. 3, 1886
Haile, James D	26	do	1,000	Nov. 5, 1886
Allen, Albert B	27	Treasury	1,000	Dec. 10, 1886
Stanton, Lemuel J	28	Interior	1,400	Dec. 16, 1886
Moore, George S	29	Postoffice	900	Feb. 4, 1887

Examination.	State.			War.			Treasury.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				5		5	5	1	6
Special pension exam- iner									
Law									
Limited (copyist)									
Assistant examiner, patent office									
Total				5		5	5	1	6

locations, classified departmental service, for the several states, etc.—Continued.

IOWA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200 900	June 1, 1885 Nov. 25, 1884	General..... do..... do..... do..... do..... Special pension exam- iner.	Soldier's claim of preference.
.....	.....	Resigned Aug. 14, 1885.	General..... do.....
1,400	Nov. 1, 1886	.....	Special pension exam- iner.
1,200	Sept. 16, 1886	.....	General..... do..... do.....
1,200	Sept. 7, 1885	.....	Law..... General.....
.....	.....	.....	do.....
900 1,200	Dec. 4, 1885 Aug. 1, 1886	.....	Limited..... General..... Limited.....
.....	.....	Resigned Dec. 15, 1886.	General.....
1,000 3d assis't examiner.	Dec. 22, 1886 Apr. 22, 1887	.....	do..... Assistant examiner, pat- ent office.
.....	.....	.....	Limited.....
.....	Special pension exam- iner.	Soldier's claim of preference.
.....	.....	.....	General.....
.....	.....	.....	Special pension exam- iner.
.....	.....	.....	General.....
.....	.....	.....	do.....
.....	.....	.....	Special pension exam- iner.
.....	.....	.....	Limited.....

Postoffice.			Navy.			Interior.			Agriculture.			Grand tot l.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
2	1	3	.....	.....	.....	4	.....	4	.....	.....	.....	16	2	18
.....	.....	.....	.....	.....	.....	5	.....	5	.....	.....	.....	5	.....	5
1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
2	2	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	4
.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	.....	1	.....	1
5	3	8	.....	.....	.....	10	.....	10	.....	.....	.....	25	4	29

REPORT OF THE CIVIL-SERVICE COMMISSION.

APPENDIX TABLE 4.—Showing appointments, promotions, separations

KANSAS.

Name.	Ap- point- ment No.	Probationary appointment.			A pp
		Department.	Salary.	Date.	
Lewis, William H.....	1	War.....	\$1,000	Sept. 21, 1883	Ma
Cullen, Richard.....	2	do.....	1,200	Oct. 22, 1883	Ap
McGee, James S.....	3	Postoffice.....	1,000	June 4, 1884	Ja
Cochran, William E.....	4	Treasury.....	1,000	Aug. 9, 1884	Fe
Cutler, Samuel N.....	5	Interior.....	900	Sept. 8, 1884	Ma
Selby, James N.....	6	War.....	1,000	Sept. 24, 1884	Ma
Kitchin, Wesley.....	7	Treasury.....	900	Oct. 9, 1884	Ap
McPherson, Orlando.....	8	War.....	1,000	May 4, 1885	Se
Clark, Joshua H.....	9	Treasury.....	900	Nov. 16, 1885	Ma
Morton, John T.....	10	Postoffice.....	1,000	Dec. 29, 1885	Ju
Holmes, Samuel C.....	11	Treasury.....	900	Feb. 8, 1886	Au
Gardner, William D.....	12	do.....	1,000	May 28, 1886	No
Wood, William C.....	13	Postoffice.....	1,000	Sept. 6, 1886	Ma
Hearst, William T.....	14	War.....	1,000	Sept. 17, 1886	Ma
Gallher, Samuel S.....	15	Interior.....	1,000	Oct. 9, 1886	Ap
Lesher, William.....	16	do.....	1,000	Nov. 15, 1886	Ma
Elliott, Charles S.....	17	War.....	1,000	Dec. 10, 1886	Ju
Tyora, Frederick.....	18	Interior.....	900	Jan. 8, 1887	...
Coe, William H.....	19	do.....	1,800	June 1, 1887	...

Examination.	State.			War.			Treasury.			Ju
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	
General (clerk).....	6	.....	6	4	.....	4	.....
Limited (copyist).....	1	.....	1	.....
Medical examiner, pen- sion office.....
Total.....	6	.....	6	5	.....	5	.....

tations, classified departmental service, for the several states, etc.—Continued.

KANSAS.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Dec. 1, 1883	General	
1,200	Dec. 22, 1885	.....	do
1,200	Nov. 18, 1884	.....	do
1,000	Apr. 15, 1886	.....	do
1,200	Jan. 1, 1885	.....	do
.....	.....	.....	do
.....	.....	.....	do
.....	.....	.....	do
.....	.....	.....	do
.....	.....	.....	do
.....	Limited	Restored Sept. 7, 1885.
.....	.....	Removed Aug. 31, 1886.	General
.....	.....	.....	do
.....	.....	.....	do
.....	do	Soldier's claim of preference.
.....	.....	.....	do
.....	.....	.....	Limited
.....	Medical examiner, Pension office.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
3	3	.....	.....	.....	3	.....	3	.....	.....	.....	16	.....	16
1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
.....	1	.....	1	.....	.....	.....	1	.....	1
4	4	.....	.....	.....	4	.....	4	.....	.....	.....	19	.....	19

APPENDIX TABLE 4.—Showing appointment, separations, promotions, and
KENTUCKY.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Pennywitt, William C	1	Postoffice	\$1,000	Sept. 27, 1883	Apr. 2, 1884
Clay, Cassius H	2	Treasury	1,200	Jan. 21, 1884	July 21, 1884
Nixon, George A	3	Postoffice	1,000	Feb. 27, 1884	.....
Nixon, George A	4	Interior	1,200	July 22, 1884	Jan. 21, 1885
Perkins, E. T., jr.	5	do	720	July 25, 1884	Jan. 25, 1885
Rosen, George E	6	Treasury	1,000	Aug. 18, 1884	Feb. 18, 1885
Parker, Robert W. D.	7	Interior	900	do	do
Davis, Garrett M.	8	Treasury	1,200	Aug. 28, 1884	Feb. 28, 1885
McMurphy, Mahlon	9	War	1,000	Sept. 10, 1884	Mar. 10, 1885
Lovering, Miss Annie	10	Treasury	900	Sept. 26, 1884	Mar. 26, 1885
Fischer, Charles A	11	War	1,000	Nov. 4, 1884	May 4, 1885
Gardner, Benjamin F.	12	do	1,000	do	do
Holtzclaus, Willie B.	13	Postoffice	900	Mar. 1, 1885	Sept. 2, 1885
Gibbs, James T	14	Treasury	900	Mar. 3, 1885	Sept. 3, 1885
Hinzen, Paul B	15	War	1,000	Apr. 25, 1885	Oct. 25, 1885
Williams, Charles	16	do	1,000	Apr. 29, 1885	Oct. 29, 1885
Hallam, O. B	17	Treasury	1,200	July 31, 1885	Jan. 30, 1886
Reppert, William V	18	do	1,200	Sept. 22, 1885	Mar. 22, 1886
West, Robert R	19	do	1,200	Mar. 1, 1886	Sept. 1, 1886
Reppert, Frank H	20	do	1,200	Mar. 26, 1886	Sept. 26, 1886
Railey, Samuel W	21	do	1,200	June 7, 1886	Dec. 7, 1886
Williams, Charles	22	do	1,200	June 12, 1886	Dec. 12, 1886
Knight, A. Percival	23	Interior	1,200	July 19, 1886	Jan. 19, 1887
Miller, George M.	24	do	1,400	Aug. 16, 1886	Feb. 16, 1887
Bedinger, Daniel L.	25	Treasury	1,000	Aug. 21, 1886	Feb. 21, 1887
Pulliam, Judson W.	26	Interior	900	Oct. 21, 1886	Apr. 21, 1887
Gibson, Horatio G., jr.	27	War	1,000	Nov. 19, 1886	May 19, 1887
Maddox, R. Lee	28	Postoffice	1,000	Dec. 24, 1886	.....
Gray, Ormsby	29	Interior	1,800	do .....	.....
Stone, Joshua	30	Treasury	900	Jan. 17, 1887	.....
Kinkaid, Douglas H	31	Interior	1,000	Jan. 29, 1887	.....
Lambuth, William D.	32	Postoffice	1,000	Feb. 1, 1887	.....
Doyle, William E	33	Interior	900	May 9, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	6	.....	6	4	.....	4	.....	.....	.....
Assistant examiner, patent office
Assistant topographer, geological survey
Limited (copyist)	3	1	3	.....	.....	.....
Law	5	.....	5	.....	.....	.....
Book-keeping	1	.....	1	.....	.....	.....
Special pension exam- iner
Medical examiner, pen- sion office
Total	6	.....	6	12	1	13	.....	.....	.....

terations, classified departmental service, for the several states, etc.—Continued.

KENTUCKY.

Promoted		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Mar. 2, 1884	Removed June 5, 1885	General	To accept position in Interior Department.
		Resigned July 21, 1884	do	
			do	
			do	
1,400	June 29, 1886		Assistant examiner, patent office.	Transferred to Interior Department Dec. 2, 1885.
1,800	Aug. 1, 1886		Assistant topographer geological survey.	
900	Aug. 16, 1886		General	
1,000	Feb. 15, 1887		Limited	
1,200	Apr. 1, 1886		General	
			do	
1,200	Dec. 19, 1884		Limited	
1,200	Apr. 22, 1885	Resigned Dec. 2, 1885	General	
1,400	Aug. 15, 1886		do	
		Resigned Jan. 10, 1886	Limited	
1,200	Sept. 15, 1886		do	
		Resigned June 12, 1886	General	
			do	
1,400	Aug. 1, 1886		Law	
1,400	Aug. 14, 1886		do	
			General	
			Law	
			do	
1,400	Mar. 1, 1887		Book keeping	
			Assistant examiner, patent office.	
			Special pension examiner.	
1,200	Oct. 1, 1886		Law	
			Limited	
			General	
			do	
			Medical examiner, pension office.	
			Limited	
			General	
			do	
		Dismissed June 20, 1887	Limited	

Postoffice.			Navy			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
4		4				1		1				15		15
						2		2				2		2
						1		1				1		1
1		1				3		3				6	1	7
												5		5
												1		1
						1		1				1		1
						1		1				1		1
5		5				9		9				32	1	33

APPENDIX TABLE 4.—Showing appointments, separations, promotions.

LOUISIANA.

Name.	Ap- point- ment No.	Probationary appointment.			App.
		Department.	Salary.	Date.	
Stambaugh, George	1	Postoffice	\$1,000	Apr. 15, 1884	No
Shearer, Miss Letitia J.	2	Treasury	900	June 21, 1884	De
Clarke, Mrs. Katherine C.	3	do	900	July 29, 1884	Ja
Mallory, Miss Ada L.	4	do	900	Nov. 25, 1884	Ma
Weeks, Miss Mary E.	5	Interior	900	Feb. 17, 1885	At
Young, Edward J.	6	War	1,000	Mar. 30, 1885	Se
Davis, George P.	7	do	1,000	Mar. 31, 1885	Se
Ripley, William P.	8	do	1,000	July 7, 1885	Ja
Munce, Thomas Q.	9	Postoffice	1,000	Aug. 20, 1885	Fe
Schoonmaker, Samuel H. B.	10	Treasury	900	Oct. 15, 1885	At
Dabney, Thomas S.	11	Interior	1,000	Dec. 1, 1885	Ja
Taylor, Walter I.	12	War	1,000	May 3, 1886	No
Booth, Edward Halloran	13	Treasury	1,000	May 17, 1886	No
Rowland, Ernestine H.	14	Interior	900	Aug. 1, 1886	Fe
Cowdon, James S.	15	do	1,000	Oct. 22, 1886	At
Mehn, William	16	War	1,000	Nov. 29, 1886	Ma
Sternberg, Francis	17	do	1,000	Feb. 4, 1887	...
Blanchard, Dawson A.	18	Interior	900	Apr. 27, 1887	...
Sheridan, Mrs. Fannie	19	do	900	Apr. 30, 1887	...
Jones, Charles H., jr.	20	do	900	May 11, 1887	...

Examination.	State.			War.			Treasury			Ju
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	
General (clerk)				5		5	1		1	
Limited (copyist)							1	3	4	
Medical examiner, pen- sion office										
Examiner's clerk, pat- ent office										
French and German languages				1		1				
Book-keeping										
Type-writing										
Total				6		6	2	3	5	

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Locations, classified departmental service, for the several states, etc.—Continued.

LOUISIANA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,300	Dec. 29, 1885	.....	General.....	
		.....	Limited.....	
		.....	do.....	
		.....	do.....	
1,000	Apr. 16, 1886	}	do.....	
1,700	Aug. 1, 1886		do.....	
1,400	Apr. 1, 1887		do.....	
		.....	General.....	
		.....	do.....	
		.....	do.....	
1,300	Mar. 9, 1886	}	do.....	
1,400	Aug. 13, 1886		do.....	
		.....	Limited.....	
		Resigned June 30, 1887..	Medical examiner, pension office.	
1,300	Aug. 1, 1886	.....	General.....	
1,300	Oct. 1, 1886	.....	do.....	
		.....	Examiner's clerk, patent office.	
		.....	General.....	
		.....	do.....	
		.....	French and German languages.	
		.....	Book keeping.....	
		.....	Type-writing.....	
		.....	Limited.....	

Postoffice.			Navy.			Interior			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
1		1				1		1				9		9
						1	1	2				2	4	6
						1		1				1		1
							1	1					1	1
												1		1
						1		1				1		1
							1	1					1	1
3		3				4	3	7				14	5	20

APPENDIX TABLE 4.—*Showing appointments, separations, promotions,*
MAINE.

Name.	Ap- point- ment No.	Probationary appointment.			At appo
		Department.	Salary.	Date.	
Noyes, George F.....	1	War.....	\$1,000	Oct. 18, 1883	Apr
Morrow, David W.....	2	Interior.....	900	Aug. 25, 1884	Feb
Ferguson, William P.....	3	Treasury.....	1,200	Sept. 11, 1884	Mar
Reynolds, Edward C.....	4	do.....	900	Oct. 7, 1884	Apr
How, Edward S.....	5	do.....	1,200	Oct. 10, 1884	Apr
Titcomb, George W.....	6	War.....	1,000	Nov. 4, 1884	May
Shea, Dennis C.....	7	Treasury.....	1,200	Sept. 22, 1885	Mar
Reynolds, Edward C.....	8	do.....	1,200	do.....	Apr
Blodgett, George E.....	9	Interior.....	900	Dec. 1, 1885	Jun
Andrews, Sullivan C.....	10	do.....	1,400	Aug. 9, 1886	Feb
Chase, Fossenden N.....	11	War.....	1,000	Nov. 23, 1886	Mar
Whitcomb, Thomas G.....	12	Interior.....	1,000	Feb. 16, 1887	.....
Hudson, Miss Marion B.....	13	do.....	900	May 1, 1887	.....
Dent, Louis A.....	14	War.....	1,200	May 16, 1887	.....

Examination.	State.			War.			Treasury.			Jun	
	Male.	Fe- male	Total.	Male.	Fe- male	Total.	Male.	Fe- male	Total.	Male.	Fe- male
General (clerk.....)	2	.....	3	4	.....	4	.....	.....
Limited (copyist).....	1	.....	1	.....	.....
Law.....
Examiner's clerk, pat- ent office.
Special pension exam- iner.
Stenography and type- writing.	1	.....	1	.....	.....	.....	.....	.....
Total.....	4	.....	4	5	.....	5	.....	.....

Positions, classified departmental services, for the several states, etc.—Continued.

MAINE.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	July 7, 1884	Resigned Sept. 5, 1885...	General	Under prior appointment.
1,000	Oct. 16, 1885	Removed Aug. 15, 1885..	Limited	
1,200	Oct. 30, 1884		General	
1,200	Sept. 1, 1885		do	
			do	
			do	
			do	
			Law	
			Examiner's clerk, patent office.	
			Special pension examiner.	
			General	
			do	
			Limited	
			Stenography and type-writing.	

Postoffice.			Navy.			Interior			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
						1		1				8		8
						1	1	2				1	1	2
												1		1
						1		1				1		1
						1		1				1		1
												1		1
												1		1
						4	1	5				13	1	14

APPENDIX TABLE 4.—Showing appointments, separations, promotions,
MARYLAND.

Name.	Ap- point- ment No.	Probationary appointment.			Ab sppr
		Department.	Salary.	Date.	
Weller, Ovington E	1	Postoffice	\$1,000	Aug. 29, 1883	Feb.
Quinan, John A	2	Treasury	900	Nov. 10, 1883	May
Isen, Wiley O	3	do	900	Nov. 12, 1883	May
Coughlin, John T	4	State	1,000	May 20, 1884	Nov.
King, George S	5	Interior	1,200	Aug. 19, 1884	.....
MacLeod, Donald B	6	Treasury	900	do	Feb.
Mulligan, John E	7	Interior	1,200	Aug. 20, 1884	Feb.
Wayson, George W., jr	8	do	1,200	Aug. 27, 1884	Feb.
Müller, Gulon	9	do	1,200	Sept. 1, 1884	Mar.
Johns, Kenney	10	do	1,200	do	d
Clum, Alfred	11	do	1,200	Sept. 2, 1884	Mar.
Bissing, Gustave	12	do	1,200	Oct. 4, 1884	Apr.
Beall, Everett S	13	War	1,200	Sept. 24, 1885	Mar.
Beall, Seward	14	do	1,000	Nov. 24, 1885	May
Heinsler, Harry S	15	Treasury	1,200	Mar. 1, 1886	Sept.
Hutchins, Charles L	16	do	1,200	Mar. 6, 1886	Sept.
Pumphrey, Miss Carrie B	17	do	900	May 25, 1886	Nov.
Hendrickson, George G	18	do	1,200	June 3, 1886	Dec.
Warfield, Lorenzo G	19	do	1,200	June 7, 1886	Dec.
Meany, Mrs. Fanny F	20	do	900	July 9, 1886	Jan.
Hopper, Mrs. Laura V	21	Interior	900	Nov. 1, 1886	May
Rusk, Jefferson S	22	do	900	Mar. 1, 1887	.....
Wedderburn, George C	23	do	900	Apr. 14, 1887	.....
Rusk, Jefferson S	24	do	1,200	May 2, 1887	.....
Johnson, Mrs. Lucretia E	25	do	900	do .....	.....
Harlan, Burns	26	do	900	May 4, 1887	.....
Krans, Henry R	27	do	900	do .....	.....
Thurmond, Miss Sophia D	28	do	720	May 14, 1887	.....
Gibbs, Thomas H	29	Treasury	900	May 24, 1887	.....
Buckler, George W. L	30	Interior	1,200	June 1, 1887	.....
Dashfield, Julius M	31	do	1,200	June 18, 1887	.....

Examination.	State.			War.			Treasury.			Just	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- ma
General (clerk)							2		2		
State Department	1		1								
Special pension exam- iner											
Limited (copyist)							1		1		
Assistant examiner, patent office											
Stenography and type- writing				1		1					
Type-writing				1		1		1	1		
Book-keeping							4		4		
Law							1		1		
French and German languages								1	1		
Examiner's clerk, pat- ent office											
Proof-reader											
Total	1		1	2		2	8	2	10		

REPORT OF THE CIVIL-SERVICE COMMISSION.

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erations, classified departmental service, for the several States, etc.—Continued.

MARYLAND.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,400	July 10, 1883	Resigned May 21, 1887..	General	
1,200	Apr. 2, 1884	.....	do	
1,200	.....do	.....	do	
.....	.....	Dropped Feb. 18, 1885 ..	State Department ..	
.....	.....	.....	Special pension examiner ..	
1,400	Oct. 23, 1883	Dismissed Oct. 10, 1886 ..	Limited	
1,400	Apr. 1, 1887	.....	Special pension examiner ..	
.....	.....	Resigned Sept. 30, 1886 ..	do	
.....	.....	.....	do	
.....	.....	Resigned May 13, 1887..	do	
3d ass't exam'r.	Aug. 1, 1886	.....	Assistant examiner, patent office.	
3d ass't exam'r.	Mar. 1, 1887			
1st ass't exam'r.	Apr. 4, 1887			
.....	.....	.....	Stenography and type-writing ..	
1,000	May 22, 1886	.....	Type-writing	
1,400	.....do	.....	Book-keeping	
.....	.....	.....	do	
.....	.....	.....	Type-writing	
1,400	Dec. 1, 1886	.....	Law	
.....	.....	.....	Book-keeping	
.....	.....	.....	German and French languages.	
.....	.....	.....	Examiner's clerk, patent office.	
.....	.....	Resigned May 2, 1887 ..	do	Appointed as 4th assistant examiner, patent office.
.....	.....	.....	do	
.....	.....	.....	Assistant examiner, patent office.	
.....	.....	.....	Type-writing	
.....	.....	.....	General	Soldier's claim of preference.
.....	.....	.....	Proof-reader	
.....	.....	.....	General	
.....	.....	.....	Book-keeping	
.....	.....	.....	Stenography and type-writing ..	
.....	.....	.....	Assistant examiner, patent office.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1	1	.....	.....	.....	1	1	2	.....	.....	.....	4	1	5
.....	1	.....	1
.....	6	.....	6	.....	.....	.....	6	.....	6
.....	1	.....	1
.....	3	.....	3	.....	.....	.....	3	.....	3
.....	1	.....	1	.....	.....	.....	2	.....	2
.....	1	1	.....	.....	.....	1	2	3
.....	4	.....	4
.....	1	.....	1
.....	1	1
.....	3	1	3	.....	.....	.....	3	1	3
.....	1	.....	1	.....	.....	.....	1	.....	1
1	1	.....	.....	.....	14	3	17	.....	.....	.....	26	6	31

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
MASSACHUSETTS.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Bird, Frank W	1	War	\$1,000	Sept. 19, 1883	Mar. 22, 1884
Harrington, Edward P.	2	Treasury	1,200	Feb. 28, 1884	Aug. 23, 1884
Welch, Frank J	3	do	900	Mar. 27, 1884	Sept. 23, 1884
Hoyt, George B.	4	War	1,000	July 23, 1884	Jan. 23, 1885
Twigg, Edwin H	5	Treasury	900	Aug. 7, 1884	Feb. 7, 1885
Kingsbury, Edward P.	6	Interior	1,000	Aug. 9, 1884	Feb. 9, 1885
Sherrett, William L	7	do	1,000	Aug. 12, 1884	Feb. 12, 1885
Wilder, Charles S	8	Treasury	1,200	Aug. 16, 1884	Feb. 16, 1885
Prince, John A	9	Interior	1,200	Aug. 20, 1884	Feb. 20, 1885
Kinney, William P	10	Treasury	1,000	Aug. 27, 1884	Feb. 27, 1885
Stebbins, Frank E	11	War	1,000	Aug. 30, 1884	.....
Kendall, Quincey E. C.	12	Interior	1,000	Sept. 1, 1884	Mar. 1, 1885
Stebbins, Frank E	13	do	1,200	Sept. 16, 1884	Mar. 16, 1885
Frank, Charles A	14	Treasury	1,000	Sept. 17, 1884	Mar. 17, 1885
Bailey, Parker N	15	War	1,000	Apr. 16, 1885	Oct. 16, 1885
Getchell, Addison C	16	Interior	1,200	May 6, 1885	Nov. 12, 1885
Bailey, Edwin D	17	War	1,000	May 12, 1885	Nov. 12, 1885
Kimball, Edward F.	18	Postoffice	1,000	Sept. 3, 1885	Mar. 2, 1886
Thompson, Miss Minette	19	Interior	900	Dec. 1, 1885	June 1, 1886
Sterling, Elizabeth B	20	do	900	do	do
Hogan, John J	21	Treasury	1,000	Mar. 15, 1886	Sept. 15, 1886
O'Connell, John J	22	do	1,200	June 7, 1886	Dec. 7, 1886
Cartwright, Miss Sarah M	23	do	900	July 20, 1886	Jan. 20, 1887
Fisher, Samuel T	24	Interior	1,200	Aug. 23, 1886	Feb. 23, 1887
Macdonald, Martin A	25	Postoffice	900	Sept. 1, 1886	Feb. 25, 1887
Dickey, Miss Mercine E	26	Treasury	900	Oct. 13, 1886	Apr. 13, 1887
Gannon, Charles E	27	War	1,000	Nov. 12, 1886	May 12, 1887
Sullivan, Patrick F	28	Interior	1,000	Dec. 1, 1886	June 1, 1887
Cobb, William F	29	War	1,000	Dec. 4, 1886	June 4, 1887
McCarthy, George H	30	do	1,000	Dec. 13, 1886	June 13, 1887
McCarthy, Stephen J	31	Postoffice	900	Jan. 20, 1887	.....
Page, Josephine C. A	32	Interior	900	Feb. 23, 1887	.....
Haskell, Darius G	33	do	900	May 14, 1887	.....
Tingley, Alphonzo O	34	do	1,000	May 20, 1887	.....
Sutton, Charles H	35	Postoffice	900	May 27, 1887	.....
Hayden, Everett	36	Navy	1,400	June 15, 1887	.....

Examination.	State.			War			Treasury			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	8	.....	8	6	.....	6	.....	.....	.....
Limited (copyist)	1	2	3	.....	.....	.....
Special pension ex- aminer
Assistant examiner, patent office
Proof reader
Examiner a clerk, pat- ent office
Law	1	.....	1	.....	.....	.....
Maritime meteorologi- cal expert
Total	8	.....	8	8	2	10	.....	.....	.....

ations, classified departmental service, for the several states, etc.—Continued.

MASSACHUSETTS.

Promoted.		Separated from service.	Examination taken	Remarks.
To—	Date.			
\$1,200	Mar. 1, 1886		General	
1,200	June 20, 1885		Limited	Examined under Special Rule No. 1.
1,200	June 1, 1885		General	
1,000	Feb. 11, 1885		do	
1,200	Mar. 9, 1885		do	
		Resigned June 29, 1885	do	
			do	
			do	
			Special pension examiner.	
			General	
		Resigned Sept. 15, 1884	do	To accept position in Interior Department.
1,200	Oct. 1, 1886		do	
d asst. examiner.	Aug. 1, 1886		Assistant examiner, patent office.	
1,200	Jan. 27, 1886		General	
			do	
		Resigned Apr. 19, 1887	Proof reader	Expired by limitation of law May 17, 1886. Appointed to War Department by transfer May 18, 1886.
			General	
1,200	Aug. 13, 1886		do	
1,000	Aug. 1, 1886	Dismissed June 30, 1887	Examiner's clerk, patent office.	Reinstated Aug. 10, 1887.
1,000	do		do	
1,200	Dec. 17, 1886		do	
			General	
			Law	
			Limited	
d asst. examiner.	Oct. 1, 1885		Assistant examiner, patent office.	
			Limited	
			do	
			General	
			do	
			do	
			do	
			Limited	
			do	
			General	
			do	
			Limited	
			Maritime meteorological expert.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1		1				6		6				21		21
3		3					1	1				4	3	7
						1		1				1		1
						2		2				2		2
						1		1				1		1
							2	2					2	2
												1		1
			1		1							1		1
4		4	1		1	10	2	12				31	5	36

APPENDIX TABLE 4.—Showing appointments, promotions, separations

MICHIGAN.

Name.	Ap- point- ment No.	Probationary appointment.			A appo
		Department.	Salary.	Date.	
Dubuar, Charles L.....	1	War.....	\$1,000	Sept. 21, 1883	Mar
Hall, John T.....	2	do.....	1,000	Oct. 22, 1883	Apr
Miller, Frank E.....	3	Treasury.....	1,000	Nov. 24, 1883	May
Cutcheon, F. W. M.....	4	War.....	1,000	Jan. 28, 1884	July
Thatcher, Miss Marion.....	5	Treasury.....	900	Jan. 28, 1884	July
Haskell, Porter D.....	6	Interior.....	999	Aug. 13, 1884	....
Case, James A.....	7	Treasury.....	1,200	Aug. 19, 1884	Feb
De Paul, Frank E.....	8	War.....	1,000	Aug. 30, 1884	Feb.
Tibbitts, James H.....	9	Treasury.....	1,200	do.....	Mar
Comstock, Miss Carrie M.....	10	do.....	900	do.....	do
Smith, Edwin T.....	11	Interior.....	1,200	Sept. 10, 1884	....
Purdy, Frederic L.....	12	Treasury.....	900	Oct. 6, 1884	Apr
Haskell, Porter D.....	13	Navy.....	1,200	Oct. 8, 1884	Apr
Stevens, Charles.....	14	War.....	1,000	May 4, 1885	....
May, Edward S.....	15	Treasury.....	900	May 21, 1885	Nov
Walton, Clifford S.....	16	War.....	1,000	June 8, 1885	Dec.
Galbraith, John C.....	17	Treasury.....	1,000	Oct. 1, 1885	Apr
Wood, William H. S.....	18	Postoffice.....	1,000	Feb. 15, 1886	Aug
Whitlark, Arthur H.....	19	do.....	1,000	Mar. 27, 1886	Sept
Howgate, Miss Ida.....	20	Treasury.....	900	Aug. 10, 1886	Feb.
Haskell, Porter D.....	21	Interior.....	1,200	Aug. 18, 1886	Feb.
Case, Miss Frank E.....	22	do.....	900	Aug. 22, 1886	Feb.
McNair, Herbert L.....	23	Treasury.....	1,200	Sept. 8, 1886	Mar
Hadger, William D.....	24	Navy.....	900	Sept. 25, 1886	Mar.
Babbitt, Kernal R.....	25	Postoffice.....	1,000	Oct. 8, 1886	Apr
Crozier, Arthur A.....	26	Agriculture.....	.....	Oct. 13, 1886	Apr
Moyer, John A.....	27	Postoffice.....	1,000	Oct. 14, 1886	Apr
Wood, Court F.....	28	War.....	1,200	Oct. 19, 1886	Apr.
Kinnun, William A.....	29	do.....	1,000	Oct. 29, 1886	Apr
Harmon, Miss Emma L.....	30	Interior.....	900	Oct. 30, 1886	Apr
Lane, Charles H.....	31	do.....	1,200	Nov. 24, 1886	May
Sbafer, Elias.....	32	do.....	1,000	Dec. 8, 1886	June
Edson, Lester S.....	33	do.....	900	May 4, 1887	....
Pierce, Edward W.....	34	do.....	1,000	June 11, 1887	....

Examination.	State.			War.			Treasury.			Just	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- mal.
General (clerk).....				7		7	5	1	7		
Limited (copyist).....							1	2	3		
Special pension exam- iner.....											
Expert naval clerk.....											
Assistant examiner, patent office.....											
Examiner's clerk, pat- ent office.....											
Botany.....											
Book-keeping.....				1		1					
Total.....				8		8	7	3	10		

ations, classified departmental service, for the several states, etc—Continued.

MICHIGAN.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Dec. 1, 1883		General.	
1,200	July 15, 1884	Resigned Aug. 31, 1884.	do.	
1,200	July 24, 1884	Died Jan. 23, 1886.	do.	
		Resigned Nov. 15, 1885	do.	
1,200	Oct. 8, 1884	Resigned Oct. 9, 1884.	do.	Transferred to Navy Department Oct. 8, 1884, at \$1,200 after special non-competitive examination.
			do.	
1,200	Dec. 4, 1884		do.	
			do.	
1,800	Nov. 15, 1884	Dismissed June 30, 1885	Limited.	
			Special pension examiner.	
		Resigned Aug. 18, 1886	General.	Non-competitive; to accept position of fourth assistant examiner.
			Expert naval clerk.	
		Resigned June 8, 1885.	General.	
1,200	Sept. 23, 1885		Limited.	
			General.	
1,200	June 14, 1886		do.	
1,800	Dec. 23, 1886		do.	
1,200	do.		do.	
4th assist. examiner.	Oct. 1, 1886		Limited.	
			Assistant examiner, patent office.	
			Examiner's clerk, patent office.	
			General.	
1,200	Dec. 23, 1886		Limited.	
			General.	
			Botany.	
			General.	
			Book-keeping.	
			General.	
			Examiner's clerk, patent office.	
			Assistant examiner, patent office.	
			General.	
			Limited.	
			General.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
4		4				3		3				20	1	21
			1		1	1		1				3	2	5
						1		1				1		1
			1		1							1		1
						2		2				2		2
							1	1					2	2
									1		1	1		1
												1		1
4		4	2		2	7	2	9	1		1	29	5	34

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re-
MINNESOTA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Hall, George W	1	War	\$1,000	Feb. 29, 1884	.....
Carr, Eugene D	2	Treasury ..	1,000	July 31, 1884	Jan. 31, 1885
Bourne, Caleb P	3	Postoffice ..	1,000	Aug. 16, 1884	Feb. 30, 1885
Meyers, Charles A	4	Interior	1,000	Aug. 18, 1884	Feb. 18, 1885
Crandall, Samson A	5	do	1,000	Aug. 29, 1884	Feb. 28, 1885
Stiles, Albert W	6	Treasury	1,000	Dec. 19, 1884	June 19, 1885
Preston, Frederick A	7	Postoffice ..	1,000	Sept. 4, 1885	Mar. 2, 1886
Collins, Edward J	8	do	1,000	Jan. 4, 1886	June 23, 1886
Sawyer, John F	9	do	1,000	May 24, 1886	Dec. 3, 1886
Sweeney, Terence H	10	Treasury	1,200	July 7, 1886	Jan. 7, 1887
Butler, Patrick J	11	Postoffice ..	900	Sept. 10, 1886	Mar. 10, 1887
McDonald, James	12	Interior	1,000	Sept. 29, 1886	Mar. 29, 1887
Berthe, Lewis F	13	do	1,000	Nov. 1, 1886	May 1, 1887
Gies, Edward L	14	Postoffice ..	1,000	Dec. 23, 1886	June 25, 1887

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk)	1	.....	1	3	.....	3	.....	.....	.....
Total	1	.....	1	3	.....	3	.....	.....	.....

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re-
MISSISSIPPI.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Williams, John.....	1	Treasury	\$800	Mar. 15, 1884	Sept. 15, 1884
Roadsman, William S.....	2	War	1,000	June 6, 1884	Dec. 4, 1884
Stockard, Thomas W	3	Treasury	1,200	June 30, 1884	Dec. 30, 1884
Wood, Edward S	4	Interior.....	900	Aug. 13, 1884	Feb. 11, 1885
Wallace, Wilkins T	5	War	1,000	Aug. 30, 1884	Feb. 20, 1885
Pratt, James F	6	Interior.....	900	Sept. 1, 1884	Mar. 1, 1885
Birdsong, Walter L.....	7	Treasury	900	Sept. 26, 1884	Mar. 26, 1885
Smith, Miss Isabel	8	do	900	Dec. 29, 1884	June 30, 1885
Kennedy, John F.....	9	do	900	Mar. 13, 1885	Sept. 12, 1885
Hampton, Rodolph	10	Interior.....	1,200	May 4, 1885	Nov. 4, 1885
Muller, Frederick J	11	Treasury	1,200	Sept. 24, 1885	Mar. 24, 1886
Baine, Robert Lee	12	Postoffice	1,000	Jan. 21, 1886	July 16, 1886
McLaurin, Sidney L	13	Treasury	900	Apr. 15, 1886	Oct. 15, 1886
Foraythe, Miss Mildred T	14	Postoffice	720	Apr. 24, 1886	Oct. 23, 1886
Randall, A. Emmets	15	War	1,000	do	Oct. 24, 1886
Jayne, Madison M	16	Treasury	1,000	May 8, 1886	Nov. 8, 1886
Pegues, Samuel W. E.	17	Interior	1,000	Sept. 16, 1886	Mar. 16, 1887
Torrey, Robert A	18	do	1,000	Nov. 1, 1886	May 1, 1887
MacNulty, Alexander O	19	Postoffice	1,000	Dec. 24, 1886	June 24, 1887
Hanger, G. Wallace W	20	Interior	1,000	Dec. 28, 1886	June 28, 1887
Jordan, Llewellyn	21	Postoffice	1,000	Jan. 21, 1887	July 21, 1887
Smith, Marion	23	Interior	1,400	Mar. 1, 1887	Sept. 1, 1887
Tolson, Miss Henrie W	23	do	1,000	Mar. 7, 1887	Sept. 7, 1887
Vasser, Mattie V	24	do	900	Mar. 29, 1887	Sept. 29, 1887

Examination.	State.			War			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
Limited (copyist)							2	1	3			
General (clerk)				3		3	3		3			
Special pension exam- iner												
Book keeping												
Examiner's clerk, pat- ent office												
Total				3		3	5	1	7			

MISSOURI.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Piles, Joseph W	1	War	\$1,000	Sept. 23, 1883	Mar. 23, 1884
Brunemer, James H	2	Treasury	900	Nov. 18, 1883	May 18, 1884
Neetler, William A	3	Navy	1,000	Feb. 23, 1884	Aug. 23, 1884
Slavens, Charles	4	War	1,000	Mar. 8, 1884	Sept. 8, 1884
Fenby, Samuel G	5	State	900	May 20, 1884	Nov. 20, 1884
Swander, William H	6	Treasury	900	June 16, 1884	Dec. 16, 1884
Fenby, Samuel G	7	do	1,200	July 24, 1884	Jan. 24, 1885
McCall, Robert S	8	Interior	900	Aug. 22, 1884	Feb. 22, 1885
Jordan, David C	9	War	1,000	Aug. 28, 1884	Feb. 28, 1885

classified departmental service, for the several States, etc.—Continued.

MISSISSIPPI.

Noted.	Separated from service.	Examination taken.	Remarks.
		Limited.....	
July 7, 1884	Resigned July 13, 1885...	General.....	Transferred to Treasury Department July 13, 1885.
		do.....	
Art. 29, 1884		Limited.....	
Dec. 7, 1886	Resigned Dec. 6, 1886...	General.....	{ Transferred to Interior Department Dec. 7, 1886.
Sept. 20, 1886	Died Aug. 30, 1885...	Limited.....	
		General.....	
		Limited.....	
		do.....	
May 4, 1886		General.....	
Apr. 10, 1887		do.....	
Dec. 22, 1886		do.....	
		Limited.....	
June 7, 1886		do.....	
Aug. 1, 1886	Resigned Mar. 10, 1887...	General.....	
		do.....	
Feb. 15, 1887		do.....	
		do.....	
	Resigned Jan. 13, 1887...	do.....	
		do.....	
		do.....	
		Special pension exam- iner.	
		Book-keeping.....	
		Examiner's clerk, pat- ent office.	

No.	Navy.			Interior.			Agriculture.			Grand total.		
	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.
1					3		2				3	
3					5		5				14	
					1		1				1	
						1						1
						1						1
4					8	2	10				20	4

MISSOURI.

Noted.	Separated from service.	Examination taken.	Remarks.
Date.			
June 1, 1884		General.....	
Jan. 27, 1886		Limited.....	
	Dropped Sept. 15, 1884...	General.....	
July 7, 1884	Resigned Nov. 16, 1885...	do.....	
	Resigned June 1, 1884...	State Department.....	
Oct. 7, 1885	Resigned Oct. 7, 1885...	Limited.....	Transferred to Interior Department Oct. 7, 1885. Soldier's claim of preference.
Feb. 15, 1887			
	Resigned Feb. 28, 1885...	General.....	
Feb. 15, 1887		Limited.....	
Oct. 20, 1884		General.....	

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re
MISSOURI—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Skutach, David.....	10	Postoffice.....	\$1,800	Sept. 12, 1884	Mar. 28, 1885
Moon, Miss Jessie F.....	11	Treasury.....	900	Oct. 27, 1884	Apr. 27, 1885
Williams, Miss Belle.....	12	do.....	900	Nov. 12, 1884	.....
Barbour, Frank A.....	13	Postoffice.....	1,000	Jan. 8, 1885	July 1, 1885
Grabill, Ethelbert W.....	14	War.....	1,000	May 21, 1885	Nov. 21, 1885
Shadbolt, Charles D.....	15	do.....	1,000	June 1, 1885	Dec. 1, 1885
Kaye, Walter S.....	16	do.....	1,000	do.....	do.....
House, Miss Alice M.....	17	Postoffice.....	720	Aug. 5, 1885	Feb. 1, 1886
Blevins, John A.....	18	do.....	1,000	Aug. 24, 1885	Mar. 2, 1886
Grandfield, Charles P.....	19	do.....	1,000	Aug. 27, 1885	Mar. 4, 1886
Barbour, Frederick E.....	20	do.....	1,000	Sept. 21, 1885	Mar. 17, 1886
Wood, Robert L.....	21	Interior.....	1,800	Nov. 4, 1885	May 4, 1886
Nashe, Miss Annie H.....	22	do.....	900	Dec. 1, 1885	June 1, 1886
Masi, Mrs. Kate E.....	23	do.....	900	Feb. 1, 1886	Aug. 1, 1886
Bibb, Homer J.....	24	Treasury.....	900	Feb. 12, 1886	Aug. 12, 1886
Toulin, Robert L.....	25	Interior.....	900	May 8, 1886	Nov. 8, 1886
Brown, Walter.....	26	Treasury.....	1,200	May 12, 1886	Nov. 12, 1886
Peery, Nash A.....	27	do.....	1,200	June 28, 1886	Dec. 28, 1886
Campbell, Levin H.....	28	do.....	1,200	July 2, 1886	Jan. 2, 1887
Ferguson, Eugene L.....	29	do.....	1,200	July 8, 1886	Jan. 8, 1887
Barkley, Richard W.....	30	Interior.....	1,200	July 15, 1886	Jan. 15, 1887
Carré, Alfred D.....	31	Treasury.....	900	July 31, 1886	Jan. 31, 1887
Marka, Michael.....	32	do.....	1,000	Aug. 18, 1886	Feb. 18, 1887
Bennett, James F.....	33	Agriculture.....	1,000	Sept. 25, 1886	Mar. 25, 1887
Van Hoy, W. C.....	34	Treasury.....	1,000	Oct. 11, 1886	Apr. 11, 1887
Campbell, Jesse M.....	35	Interior.....	1,000	Oct. 20, 1886	Apr. 20, 1887
Hendricks, John H.....	36	Postoffice.....	900	Nov. 2, 1886	Apr. 28, 1887
Briscoe, Arthur.....	37	do.....	1,000	Dec. 23, 1886	June 22, 1887
Poulson, Andrew J.....	38	Interior.....	900	Jan. 1, 1887	.....
Hull, Theodore Y.....	39	Postoffice.....	1,000	Jan. 10, 1887	.....
LeMoine, Carrie J.....	40	Treasury.....	900	Mar. 15, 1887	.....
Smith, Mrs. Isabella P.....	41	Interior.....	900	Apr. 19, 1887	.....
Taylor, Miss Elise K.....	42	Treasury.....	900	June 24, 1887	.....
Austin, Robert J.....	43	Interior.....	900	June 29, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk).....				6		6	1		1			
Limited (copyist).....							4	4	8			
State Department.....	1		1									
Medical examiner, pension office.....												
Examiner's clerk, pat- ent office.....												
Law.....							5		5			
Assistant examiner, patent office.....												
Book keeping.....							1		1			
Assistant curator.....												
Total.....	1		1	6		6	11	4	15			

REPORT OF THE CIVIL-SERVICE COMMISSION.

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itions, classified departmental service, for the several states, etc.—Continued.

MISSOURI—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Aug. 13, 1886		General.....	Reduced to \$1,400 Apr. 26, 1887.
			Limited.....	
		Died Apr. 1, 1885.....	do.....	
1,200	Sept. 7, 1885		General.....	
1,200	Aug. 14, 1885		do.....	
			do.....	
			do.....	
900	Sept. 1, 1885		Limited.....	
1,200	Jan. 11, 1886	}	General.....	
1,400	June 14, 1886			
1,600	Dec. 22, 1886			
1,200	Aug. 13, 1886			
1,200	Jan. 11, 1886		do.....	
			do.....	
			Medical examiner, pension office.	
1,000	Aug. 1, 1886	}	Examiner's clerk, pat- ent office.	
1,200	Mar. 1, 1887			
1,000	Aug. 1, 1886	}	do.....	
1,200	Mar. 1, 1887			
			Limited.....	
			do.....	
			Law.....	
			do.....	
		Resigned May 10, 1887.....	do.....	
			do.....	
Asst. examiner.	Jan. 1, 1887		Assistant examiner, patent office.	
			Limited.....	
			Book-keeping.....	
			Assistant curator.....	
1,200	Mar. 24, 1887		Law.....	
			General.....	
			do.....	
1,200	Apr. 9, 1887		do.....	
			Limited.....	
			General.....	
			Limited.....	
			do.....	
			do.....	
			General.....	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
No.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
8	1	8	1	1	2	3	1	4				18		18
												7	6	13
												1		1
						1		1				1		1
							2	2					2	2
												5		5
						1		1				1		1
												1		1
									1		1	1		2
8	1	9	1	1	2	7	3	10	1		1	25	8	33

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re-
MONTANA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Eckerson, Rufus I	1	Postoffice	\$1,000	Jan. 2, 1885	July 1, 1885
Nelson, James	2	War	1,000	Sept. 16, 1886	Mar. 14, 1887

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	1	.....	1	.....	.....	.....	.....	.....	.....
Total	1	.....	1	.....	.....	.....	.....	.....	.....

NEBRASKA

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment
		Department.	Salary.	Date.	
Douglas, Miss Grace Rae.....	1	Treasury	\$800	Aug. 19, 1884	Feb. 12, 1885
Erskine, Harlo L.	2	...do	1,000	Feb. 9, 1885	Aug. 2, 1885
Allan, Miss Jessie.....	3	Postoffice	■	Feb. 13, 1885	Aug. 12, 1885
Childs, Miss Carrie.....	4	...do	720	Feb. 20, 1885	... do
Selah, Harry W.....	5	War	1,000	Apr. 6, 1885	Sept. 12, 1885
Kendall, Mrs. Florence H.....	6	Interior.....	900	July 23, 1886	Jan. 23, 1887
Olmsted, Herbert W.....	7	...do	2,000	Dec. 4, 1886	June 4, 1887
Smith, Miss Emma E.....	8	...do	900	Dec. 12, 1886	June 12, 1887
Lyon, Miss Eva M.....	9	...do	900	Jan. 3, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				1		1	1	1	2			
Limited (copyist)												
Principal pension exam- iner												
Total				1		1	1	1	2			

NEVADA.

[illegible]

tations, classified departmental service, for the several states, etc.—Continued.

MONTANA.

Promoted.		Separated from service.	Examination taken	Remarks.
To—	Date.			
\$1,200	Aug. 12, 1888		General	Soldier's claim of preference.
			do	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1		1										2		2
1		1										2		2

NEBRASKA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Mar. 19, 1885		General	Soldier's claim of preference.
			do	
800	Aug. 26, 1885	Resigned Aug. 31, 1885.	do	
		Removed June 21, 1887.	Limited	
			General	
			Limited	
			Principal pension examiner.	
			Limited	
			General	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
	1	1					1	1				2	3	5
	1	1					2	2					3	3
						1		1				1		1
	2	2				1	3	4				3	6	9

NEVADA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
		Resigned Jan. 15, 1886	Limited	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
	1	1											1	1
	1	1											1	1

REPORT OF THE CIVIL-SERVICE COMMISSION.

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re-
NEW HAMPSHIRE.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Chiley, Miss Emma	1	Treasury	\$900	Nov. 20, 1883	May 20, 1884
Greeley, Arthur P.	2	Interior	1,200	July 25, 1884	Jan. 25, 1885
Greeley, William B.	3	.....do	1,200	Oct. 2, 1884	Apr. 2, 1885
Browne, Herbert J.	4	Postoffice	900	Oct. 13, 1883	Apr. 14, 1884
Clifford, Arthur E.	5	War	1,200	Mar. 17, 1886	Sept. 17, 1886
Story, James J.	6	Treasury	1,200	June 1, 1886	Nov. 30, 1886
Carr, Wesley G.	7	Interior	1,200	Nov. 8, 1886	May 4, 1887

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
Limited (copyist)								1	1			
Assistant examiner, patent office												
General (clerk)							1		1			
Stenography and type- writing				1		1						
Total				1		1	1	1	2			

ations, classified departmental service, for the several states, etc.—Continued.

NEW HAMPSHIRE.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
1 asst. exam'r.	June 29, 1886	}	Limited.....	
1 asst. exam'r.	Aug. 1, 1886		Assistant examiner, patent office.	
1 asst. exam'r.	June 29, 1886		.....do	
1 asst. exam'r.	Aug. 1, 1886		General.....	
1 asst. exam'r.	Oct. 19, 1886		Stenography & type-writing.	
\$1,000			General.....	
			Assistant examiner, patent office.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
le.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.	Male.	Fe-male.	Total.
													1	1
						3		3				3		3
1		1										2		2
												1		1
1		1				3		3				6	1	7

APPENDIX TABLE 4.—*Showing appointments, promotions, separations, and re*
NEW JERSEY.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Howell, William B	1	Treasury	\$900	Jan. 10, 1884	July 10, 1884
Reed, Charles A.	2	War	1,000	Jan. 12, 1884	July 12, 1884
Twoody, Frank	3	Interior	900	July 10, 1884	Jan. 10, 1885
Haina, Robert P.	4	do	1,200	July 21, 1884	Jan. 21, 1885
Baldwin, Harry L.	5	do	720	July 23, 1884	Jan. 23, 1885
Jennings, A. Halsey	6	Treasury	1,000	July 28, 1884	Jan. 28, 1885
Stoutenburgh, Arthur T	7	do	1,000	Aug. 1, 1884	Jan. 31, 1885
Allard, George	8	War	1,000	Nov. 7, 1884	.....
Watkins, William, jr.	9	Treasury	1,000	Nov. 26, 1884	May 23, 1885
Baxter, George T.	10	do	1,200	Dec. 1, 1884	June 1, 1885
Geantner, Otto C.	11	Interior	1,200	Apr. 12, 1885	Oct. 12, 1885
Washburn, Charles L. D.	12	Treasury	1,200	Aug. 14, 1885	Feb. 14, 1886
Upton, Frederick E.	13	Interior	1,400	Jan. 6, 1886	July 6, 1886
Korn, Louis L.	14	Postoffice	900	Aug. 27, 1886	Feb. 24, 1887
Brickenstein, John H.	15	Interior	1,200	Sept. 1, 1886	Mar. 1, 1887
Richmond, Paul.	16	Treasury	1,200	Sept. 15, 1886	Mar. 15, 1887
Stevens, Nathaniel H.	17	Interior	1,000	Sept. 17, 1886	Mar. 17, 1887
Beckett, George McC.	18	do	1,000	Oct. 2, 1886	Apr. 2, 1887
Blake, Levi C.	19	War	1,000	Nov. 24, 1886	May 24, 1887
Forker, Joseph B.	20	Postoffice	1,000	Dec. 23, 1886	.....
Tilton, Joel A.	21	Interior	900	Feb. 18, 1887	.....
Whitehead, Mortimer	22	do	900	Apr. 16, 1887	.....
Kelly, Arthur	23	War	1,200	May 16, 1887	.....
McCoy, Joseph S.	24	Treasury	1,000	May 23, 1887	.....

Examination.	State.			War			Treasury			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
Limited (copyist)	1	.....	1	.....	.....	.....
General (clerk)	2	.....	2	3	.....	3	.....	.....	.....
Assistant topographer, geological survey
Assistant examiner, patent office
Law	3	.....	3	.....	.....	.....
Proof reader
Stenography and type- writing	1	.....	1	.....	.....	.....	.....	.....	.....
Total	4	.....	4	7	.....	7	.....	.....	.....

as, classified departmental service, for the several states, etc —Continued.

NEW JERSEY.

Promoted.		Separated from service.	Examination taken	Remarks.
	Date.			
200	Feb. 13, 1886		Limited	
200	Mar. 1, 1884	Resigned July 15, 1884	General	
200	July 1, 1885		Assistant topographer, geological survey.	
400	Aug. 16, 1886			
1st.	June 29, 1886			
n r				
1st.	Aug. 1, 1886		Assistant examiner, patent office.	
n r.				
900	July 1, 1885		Assistant topographer, geological survey.	
200	Aug. 18, 1885		General	
200	Aug. 21, 1884		do	
		Dropped	do	
				For failure to re- port after taking oath of office.
200	Apr. 17, 1885		Law	
			do	
1st.	June 29, 1886			
n r.				
1st.	Aug. 1, 1886		Assistant examiner, patent office.	
n r.				
			Law	
600	May 1, 1887		Proof reader	
			Limited	
1st.	Apr. 16, 1887		Assistant examiner, patent office.	
n r.			General	
200	Apr. 1, 1887		do	
			do	
			do	
200	May 20, 1887		do	
			Limited	
			do	
			Stenography and type-writ- ing.	
			Assistant examiner, patent office.	

Navy		Interior.			Agriculture.			Grand total.		
Female.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
	1				2		2	4		4
	1				2		2	2		2
					2		2	2		2
					4		4	4		4
					1		1	3		3
								1		1
								1		1
	2				11		11	24		24

REPORT OF THE CIVIL-SERVICE COMMISSION.

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re
NEW MEXICO.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Churchill, James C.....	1	War.....	\$1,000	Mar. 27, 1884	Sept. 27, 1884
Guedorf, Morris.....	2	Treasury.....	900	June 8, 1884	Dec. 8, 1884
Smith, Mrs. Lydia J.....	3	Agriculture.....	800	July 28, 1884	Jan. 28, 1885
Harmon, John.....	4	Interior.....	1,400	Dec. 29, 1884	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk).....	1	.....	1	.....	.....	.....	.....	.....	.....
Limited (copyist).....	1	.....	1	.....	.....	.....
Botanical and biblio- graphical subjects.....
Special pension exam- iner.....
Total.....	1	.....	1	1	.....	1	.....	.....	.....

NEW YORK.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Brown, Edward N.....	1	War.....	\$1,000	Sept. 12, 1883	Mar. 12, 1884
Clement, Alfred B. C.....	2	do.....	900	Oct. 16, 1883	Apr. 16, 1884
Robinson, Alexander L.....	3	do.....	1,000	Oct. 22, 1883	Apr. 22, 1884
Eddy, Lathrop S.....	4	do.....	1,000	Dec. 1, 1883	.....
Hayden, Adelbert C.....	5	Postoffice.....	1,000	Jan. 19, 1884	July 28, 1884
Eldridge, William C.....	6	Treasury.....	1,200	Feb. 5, 1884	Aug. 5, 1884
Shiley, Jacob B.....	7	Postoffice.....	1,000	Feb. 27, 1884	Aug. 27, 1884
Bushnell, E. T.....	8	Treasury.....	1,200	Mar. 8, 1884	Sept. 8, 1884
Hematrest, Miss Elizabeth.....	9	Postoffice.....	900	June 3, 1884	Dec. 3, 1884
Clark, Charles B.....	10	do.....	1,000	July 17, 1884	Jan. 17, 1885
Barnard, Edward C.....	11	Interior.....	720	July 25, 1884	Jan. 25, 1885
Rosser, Frederick.....	12	do.....	720	July 28, 1884	.....
Sackett, Charles E.....	13	Treasury.....	1,000	July 29, 1884	Jan. 29, 1885
Giles, Arthur H.....	14	do.....	1,200	do.....	do.....
Penfield, George W.....	15	do.....	1,200	Aug. 9, 1884	Feb. 9, 1885
Babcock, Wallace C.....	16	do.....	1,200	Aug. 16, 1884	Feb. 16, 1885
Cook, George T.....	17	Interior.....	900	do.....	do.....
Reid, Alexander M.....	18	do.....	900	Aug. 19, 1884	Feb. 19, 1885
Benham, William B.....	19	do.....	1,200	Aug. 21, 1884	Feb. 21, 1885
Baum, Frank M.....	20	Treasury.....	1,200	Aug. 23, 1884	Feb. 23, 1885
Root, Cyrus.....	21	Interior.....	900	Aug. 25, 1884	Feb. 25, 1885
Harvey, Evert L.....	22	Treasury.....	1,200	do.....	do.....
Root, William A.....	23	do.....	1,200	Aug. 26, 1884	Feb. 26, 1885
Halcombe, Ernest B.....	24	War.....	1,000	Sept. 3, 1884	Apr. 3, 1885
Whitmarsh, Frederick C.....	25	do.....	1,000	do.....	do.....
Stack, John B.....	26	Interior.....	900	Sept. 12, 1884	Mar. 12, 1885
Robertson, George H.....	27	do.....	900	Sept. 22, 1884	Mar. 22, 1885
Reynolds, Charles G.....	28	Navy.....	1,000	do.....	do.....
Ryan, William E.....	29	Treasury.....	900	Sept. 24, 1884	Mar. 24, 1885
Ely, George S.....	30	Interior.....	1,200	Oct. 7, 1884	Apr. 7, 1885
Algate, John B.....	31	do.....	900	Oct. 12, 1884	Apr. 12, 1885
Tyler, Charles C.....	32	Treasury.....	1,200	Oct. 24, 1884	Apr. 24, 1885
Neuman, Mrs. Emily L.....	33	do.....	900	Dec. 8, 1884	June 8, 1885
Byrnes, Eugene A.....	34	Interior.....	1,200	Dec. 20, 1884	June 20, 1885
Stecher, Frank D.....	35	War.....	1,000	Jan. 24, 1885	July 24, 1885

REPORT OF THE CIVIL-SERVICE COMMISSION.

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tions, classified departmental services, for the several states, etc.—Continued.

NEW MEXICO.

Promoted.		Separated from service.	Examination taken.	Remarks.
No—	Date.			
.....	General.....	Soldier's claim of preference.
.....	Limited.....	
.....	Botanical and bibliographical subjects.	
.....	Dismissed Feb. 12, 1887..	Special pension examiner...	
.....			

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
No.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
.....	1	.....	1
.....	1	.....	1
.....	1	1	.....	1	1
.....	1	.....	1	.....	.....	.....	1	.....	1
.....	1	.....	1	.....	.....	.....	1	.....	1
.....	1	.....	1	.....	1	1	3	1	4

NEW YORK.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Dec. 1, 1883		General.....	
1,200	Nov. 14, 1883		do.....	
1,200	Sept. 1, 1884		do.....	
		Discharged Dec. 20, 1883	do.....	
			do.....	
1,200	Aug. 1, 1883		do.....	
			do.....	
1,200	Oct. 10, 1886		do.....	
840	July 1, 1885		Assistant topographer, geological survey.	
900	Aug. 16, 1886		do.....	
		Dismissed Dec. 15, 1884	General.....	
			do.....	
		Removed Oct. 31, 1881	do.....	
			do.....	
1,200	Nov. 1, 1883		Limited.....	
			do.....	
			Special pension exam- iner.	
			General.....	
			do.....	
			do.....	
1,200	Dec. 1, 1884		do.....	
1,200	Nov. 20, 1886	Removed Mar. 23, 1885.	do.....	
1,000	Sept. 1, 1885		do.....	
1,200	Feb. 15, 1887		do.....	
		Removed Dec. 27, 1884	do.....	
1,200	Dec. 2, 1886		do.....	
asst. ex- aminer.	June 29, 1886			
asst. ex- aminer.	Aug. 1, 1886		Assistant examiner, pat- ent office.	
1,000	Apr. 28, 1887		General.....	
			Law.....	
			Limited.....	
asst. ex- aminer.	Aug. 1, 1886			
asst. ex- aminer.	Mar. 1, 1887		Assistant examiner, pat- ent office.	
1,200	May 27, 1885		General.....	

APPENDIX TABLE 4.—*Showing appointments, separations, promotions, and re*
NEW YORK—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Acker, Miss Kate R	36	Interior	Copyist	Jan. 22, 1885	July 22, 1885
Ballard, Lyman	37	War	\$1,000	Mar. 2, 1885	Sept. 2, 1885
Cash, John F.	38	do	1,000	Apr. 3, 1885	Sept. 21, 1885
Osborne, Ernest B.	39	do	1,000	Apr. 23, 1885	Oct. 23, 1885
Bowen, Ervin W.	40	do	1,000	May 1, 1885	.....
Waters, Louis L.	41	do	1,000	June 16, 1885	Dec. 16, 1885
Graham, Edward J.	42	Treasury	1,800	July 1, 1885	Jan. 1, 1886
Harris, Edward F.	43	Postoffice	1,000	July 6, 1885	Jan. 15, 1886
Wilber, Perlee B.	44	Justice	900	July 9, 1885	Jan. 9, 1886
Van Brunt, Rulif.	45	Postoffice	1,200	Aug. 15, 1885	Feb. 16, 1886
Waring, Frank E.	46	do	1,000	Aug. 18, 1885	do
Niven, Mauchlin.	47	do	1,000	Sept. 15, 1885	Mar. 17, 1886
Reeve, Nathan.	48	Treasury	1,200	do	Mar. 15, 1886
Niver, Edwin B.	49	do	1,200	Sept. 26, 1885	Mar. 26, 1886
Rorison, Edward.	50	do	1,200	Oct. 1, 1885	Apr. 1, 1886
Conroy, William E.	51	Interior.	1,800	Nov. 7, 1885	May 7, 1886
Kilts, Mrs. Mary E.	52	Agriculture.	900	Dec. 16, 1885	June 17, 1886
Moore, Miss Hattie E.	53	Interior.	900	Feb. 1, 1886	Aug. 1, 1886
Hetfield, Charles K.	54	Postoffice	1,000	Feb. 3, 1886	Aug. 2, 1886
Hotaling, William J.	55	Treasury	1,200	Feb. 20, 1886	Aug. 21, 1886
Casaday, Frederick	56	do	1,200	Feb. 24, 1886	Aug. 24, 1886
Benedict, Clarence C.	57	do	900	Mar. 16, 1886	Sept. 16, 1886
Fairfax, William MacN.	58	do	1,200	Apr. 2, 1886	Oct. 2, 1886
Carmer, Hermon A.	59	do	1,200	Apr. 6, 1886	Oct. 6, 1886
Buell, Willard E.	60	do	900	June 12, 1886	Dec. 12, 1886
Wilber, Miss Amy E.	61	do	900	July 20, 1886	Jan. 20, 1887
Castle, Miss Elizabeth F.	62	Interior.	900	Aug. 1, 1886	Feb. 1, 1887
Townsend, Irving U.	63	do	1,200	Aug. 18, 1886	Feb. 18, 1887
Peterson, Miss Antoinette F. ..	64	Postoffice	720	Aug. 27, 1886	Feb. 26, 1887
Nelson, Robert M. R.	65	do	900	Aug. 30, 1886	do
Defandorf, James F.	66	do	1,000	Sept. 6, 1886	Mar. 4, 1887
Drew, Talma.	67	Treasury	900	Sept. 6, 1886	Mar. 3, 1887
Campfield, George W.	68	do	900	Sept. 9, 1886	Mar. 9, 1887
Bradley, Leonard.	69	Interior.	1,000	Sept. 16, 1886	Mar. 16, 1887
Cruse, Thomas K.	70	do	1,800	Sept. 27, 1886	.....
Jonas, Albert	71	do	1,000	Oct. 4, 1886	Apr. 4, 1887
Birdseye, Mortimer B.	72	do	1,400	Oct. 9, 1886	Apr. 9, 1887
Nearpass, George B.	73	do	1,000	Oct. 20, 1886	Apr. 20, 1887
McDonald, Ronald	74	War	1,000	Oct. 23, 1886	Apr. 22, 1887
La Grange, Ernest H.	75	Interior.	1,000	Oct. 25, 1886	Apr. 25, 1887
Decker, Delbert H.	76	do	1,200	Oct. 30, 1886	Apr. 30, 1887
Nimmo, Miss Belle C.	77	do	900	Nov. 2, 1886	May 2, 1887
Ball, Charles B.	78	do	1,200	Nov. 3, 1886	May 3, 1887
McIntosh, James H.	79	do	1,000	Nov. 10, 1886	May 10, 1887
Raymond, Miss Flora.	80	do	900	Nov. 15, 1886	May 15, 1887
Washburne, William S.	81	Treasury	1,000	Dec. 15, 1886	June 15, 1887
Ferris, Henry	82	Treasury	1,000	Dec. 23, 1886	June 23, 1887
Lachmeyer, Mrs. Phoebe J.	83	do	900	do	do
Kintz, Homer M.	84	Postoffice	1,000	Jan. 3, 1887	.....
Doty, Mrs. Amanda W.	85	Treasury	900	do .....	.....
Taylor, Franklin B.	86	Postoffice	1,000	Jan. 14, 1887	.....
Bradley, Miss Cornelia H.	87	Interior.	900	Jan. 19, 1887	.....
Perry, Walter S.	88	War	1,000	Jan. 22, 1887	.....
Wilson, William	89	Interior.	900	Feb. 24, 1887	.....
Mears, Walter R.	90	Treasury	900	Feb. 24, 1887	.....

ations, classified departmental service, for the several states, etc.—Continued.

NEW YORK—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
			Copyist of drawings, patent office.	
		Resigned Sept. 22, 1885	General	Reappointed May 18, 1886. Soldier's claim of preference.
			do	
		Discharged July 5, 1885	do	
			do	
			Law	Non-competitive.
\$1,200	Feb. 11, 1886		General	
1,400	Dec. 22, 1886		Type-writer	
1,400	Dec. 22, 1886		General	Soldier's claim of preference.
1,200	Sept. 23, 1886		do	
1,200	Jan. 11, 1886	Resigned Apr. 6, 1886	do	Transferred to Interior Department Apr. 6, 1886, at \$1,200.
1,400	Aug. 16, 1886			
			Law	
			General	
			do	
		Resigned May 31, 1887	Medical examiner, pension office.	
1,000	July 1, 1886		Type-writer	
1,000	Aug. 22, 1886		Examiner's clerk, patent office	
1,200	Apr. 16, 1887		General	
1,200	Oct. 19, 1886		Book-keeping	
1,600	May 29, 1886		General	
			Limited	
1,200			Law	Transferred to Interior Department, patent office Mar. 4, 1887, at \$1,000.
4th ass't examiner.	Apr. 4, 1887	Resigned Mar. 4, 1887	do	
			General	
			Limited	
1,200	Apr. 4, 1887		Examiner's clerk, patent office.	
3d ass't examiner.	Oct. 1, 1886		Assistant examiner, patent office.	
			Limited	
			do	
1,200	Apr. 9, 1887		General	
			Limited	
1,200	Oct. 6, 1886		Book-keeping	
			Type-writing	
		Resigned Nov. 30, 1886	Medical examiner, pension office.	
			General	
			Special pension examiner.	
			General	
			do	
			do	
			Assistant examiner, patent office.	
1,000	Apr. 26, 1887		Book-keeping	
		Resigned June 23, 1887	Assistant examiner, patent office.	
			General	
			Type-writing	
1,200	May 2, 1887		General	
			Book-keeping	
			Limited	
			General	
			Limited	
		Removed Apr. 21, 1887	General	
			Examiner's clerk, patent office.	
			General	
			Limited	
			Book-keeping	

APPENDIX TABLE 4.—*Showing appointments, separations, promotions, and re*
NEW YORK—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Govern, Hugh, jr.	91	Treasury	\$1,200	Mar. 4, 1887	
Treanor, John	92	do	1,200	Mar. 5, 1887	
Getz, George H.	93	War	1,000	Mar. 31, 1887	
Hurley, Daniel	94	Treasury	1,200	Apr. 6, 1887	
Kelcher, Mrs. Fannie R.	95	Interior	900	Apr. 27, 1887	
Hayden, Miss Jennie A.	96	do	900	May 1, 1887	
Byrne, Francis J.	97	Postoffice	1,000	May 10, 1887	
Southworth, Miss Effie A.	98	Agriculture	1,000	June 1, 1887	

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				14		14	17		17			
Assistant topographer, geological survey												
Limited (copyist)							2		2			
Special pension exam- iner												
Assistant examiner, patent office												
Law							5		5			
Copyist of drawings, patent office												
Type-writing										1		1
Medical examiner, pen- sion office												
Examiner's clerk, pat- ent office												
Book keeping							5		5			
Telegraphy				1		1						
Stenography												
Botanical microscopist												
Total				15		15	29	4	33	1		1

positions, classified departmental service, for the several states, etc.—Continued.

NEW YORK—Continued.

Promoted.		Separated from service.		Examination taken.		Remarks.	
To—	Date.						
				General			
				Book keeping			
				Telegraphy			
				General			
				Limited			
				do			
				Stenography			
				Botanical microscopist			

Postoffice.			Navy			Interior			Agriculture.			Grand total.		
Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
11	1	12	1		1	8		8				51	1	52
						2		2				2		2
1	1	2				3	2	5				6	7	13
						2		2				2		2
						5		5				5		5
												5		5
							1	1					1	1
						1	1	2		1	1	2	2	4
						2		2				2		2
							3	3					3	3
							1	1				6	1	6
1		1										1		1
												1		1
									1	1			1	1
13	2	15	1		1	23	8	31		2	2	81	16	98

APPENDIX TABLE 4.—Showing appointments, separations, promotions, and re
NORTH CAROLINA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Chaplain, William M.....	1	War.....	\$1,000	Sept. 28, 1883	Mar. 28, 1884
Grandy, Albert S.....	2	do.....	1,000	Feb. 21, 1884	Aug. 21, 1884
Norwood, John C.....	3	Treasury.....	900	July 21, 1884	Jan. 21, 1885
Lind, Alfred B.....	4	Interior.....	900	Aug. 4, 1884	Feb. 4, 1885
Hannoe, Joseph.....	5	Treasury.....	900	Aug. 5, 1884	Feb. 5, 1885
Camper, Jerry H.....	6	Interior.....	900	Aug. 23, 1884	Feb. 23, 1885
Jackson, Andrew T.....	7	do.....	900	Sept. 1, 1884	Mar. 1, 1885
Osborne, Henry G.....	8	do.....	900	Sept. 23, 1884	Mar. 23, 1885
Hamilton, Miss Katherine R.....	9	Treasury.....	900	Oct. 1, 1884	Apr. 1, 1885
Lewis, Emma P.....	10	War.....	1,000	Jan. 2, 1885	July 2, 1885
Spatee, Miss Emma S.....	11	Treasury.....	900	Mar. 18, 1885	Sept. 18, 1885
Best, Miss Minnie L.....	12	Postoffice.....	720	Apr. 11, 1885	Oct. 21, 1885
Murphy, James T.....	13	Treasury.....	1,200	Aug. 23, 1885	Feb. 23, 1886
Smodes, Charles W.....	14	Postoffice.....	1,000	Sept. 5, 1885	Mar. 4, 1886
Foulmason, John S.....	15	Treasury.....	900	Feb. 23, 1886	Aug. 23, 1886
Barrett, James F.....	16	do.....	1,200	Feb. 26, 1886	Aug. 26, 1886
Denmark, George K.....	17	do.....	1,200	May 25, 1886	Nov. 25, 1886
Faison, Walter E.....	18	State.....	.....	July 6, 1886	Jan. 6, 1887
Borden, Herbert L.....	19	Postoffice.....	900	Aug. 4, 1886	.....
Ruffin, Sterling.....	20	War.....	1,000	Sept. 8, 1886	Mar. 8, 1887
Edsworth, Goodwin D.....	21	Treasury.....	1,200	Sept. 27, 1886	Mar. 27, 1887
Lockhart, Miss Annie W.....	22	do.....	900	Oct. 25, 1886	Apr. 25, 1887
Robertson, Marcus W.....	23	Interior.....	1,400	Nov. 1, 1886	May 1, 1887
Jones, Algernon S.....	24	do.....	1,000	Nov. 2, 1886	May 2, 1887
Koonce, George W.....	25	War.....	1,200	Nov. 11, 1886	May 11, 1887
Bell, John Hughes.....	26	Interior.....	1,000	Nov. 15, 1886	May 15, 1887
McNeill, George R.....	27	Postoffice.....	1,000	Apr. 30, 1887	.....
Rothrock, Henry C.....	28	do.....	1,000	May 16, 1887	.....
Vandiver, Walter W.....	29	Interior.....	900	June 8, 1887	.....
Rothrock, Miss Loulah.....	30	Agriculture.....	720	June 27, 1887	.....

Examination	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk)	.....	.....	.....	4	.....	4	3	.....	3	.....	.....	.....
Typed (copyist)	.....	.....	.....	.....	.....	.....	3	2	5	.....	.....	.....
Book-keeping	.....	.....	.....	1	.....	1	1	.....	1	.....	.....	.....
State Department	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Special pension exam- iner	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	.....	1	5	.....	5	7	2	10	.....	.....	.....

rations, classified departmental service, for the several states, etc.—Continued.

NORTH CAROLINA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200 1,400	Dec. 10, 1886 June 10, 1887	Resigned Feb. 10, 1886	General	Transferred to Interior Department Feb. 10, 1886.
1,200	Sept. 23, 1885		do	
1,200	Nov. 1, 1886		Limited	Transferred to Treasury Department June 17, 1886.
			do	
			do	
			do	
1,200 1,400	Sept. 1, 1885 Apr. 1, 1886		General	
1,200	May 5, 1885		Limited	
			General	
			Limited	
900 1,000	Sept. 13, 1885 Dec. 22, 1886		do	
1,200	Apr. 9, 1887		General	
			do	
			Limited	
			General	
			Book keeping	
			State Department.	
		Resigned Jan. 1, 1887	Limited	
			General	
			do	
			Limited	
			Special pension examiner.	
			General	
			Book keeping	
			General	
			do	
			Book-keeping	
			Limited	
			Book-keeping	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
2		2				3		3				13		13
1	1	2				4		4				8	4	12
1		1							1	1	2	3	1	4
												1		1
						1		1				1		1
4	1	5				8		8	1	1	2	25	5	30

APPENDIX TABLE 4 —Showing appointments, promotions, separ.

OHIO.

Name.	Ap- point- ment No.	Probationary appointment.		
		Department.	Salary.	Date.
Burfield, Humphrey M	1	Treasury	\$900	Dec. 11, 1888
Hill, Frank H	2	War	1,000	Dec. 12, 1888
Murray, Freeman H. M.	3	...do	1,000	Dec. 19, 1888
Hartshorn, Robert H	4	Treasury	1,000	Dec. 26, 1888
Hughes, Arthur L.	5	Postoffice	1,000	Feb. 27, 1889
Hunter, Joseph H	6	...do	1,000	Mar. 11, 1889
Killitts, John M	7	War	1,200	Mar. 22, 1889
Hill, Frank H	8	Interior	1,200	July 22, 1889
Perry, George N	9	Treasury	1,200	...do
McGill, William C., jr	10	...do	1,000	July 23, 1889
Marvin, Charles F	11	War	1,600	July 25, 1889
Betts, Wendell P	12	Treasury	1,000	Aug. 5, 1889
Jackson, Elmer E	13	...do	1,000	Aug. 8, 1889
Van Fossan, William H	14	Interior	900	Aug. 12, 1889
Wood, James M	15	Treasury	1,000	Aug. 14, 1889
Gaddis, Eugene E	16	...do	1,000	Aug. 16, 1889
Williams, Charles H	17	...do	1,200	Aug. 18, 1889
Barnes, Russell	18	Interior	900	...do
Kennelly, James	19	...do	900	Aug. 19, 1889
Fogg, Lindley	20	Treasury	1,000	Sept. 17, 1889
Wikoff, John B	21	Interior	1,200	Sept. 20, 1889
Page, William R	22	...do	1,200	Sept. 22, 1889
Miller, Miss Ada C	23	Treasury	900	Oct. 16, 1889
Walker, Frank B	24	War	900	Apr. 2, 1889
Cox, John C	25	...do	1,000	Apr. 10, 1889
Wilkin, Thomas A	26	...do	1,000	Apr. 24, 1889
Stagg, Pierce H	27	Interior	Copyist.	May 11, 1889
Luke, Amos	28	War	1,000	July 1, 1889
Kellar, Owen	29	Treasury	1,200	July 2, 1889
Friend, Harvey M	30	Interior	1,600	July 25, 1889
Rhodes, Charles	31	...do	900	Oct. 26, 1889
Moodey, David	32	War	1,200	Nov. 4, 1889
Hubbard, Mrs. Kate E	33	Interior	900	Jan. 16, 1889
Pollock, George F	34	War	1,000	Jan. 25, 1889
Gibbs, George L	35	Treasury	1,200	Feb. 13, 1889
Ranney, Miss Katherine	36	Postoffice	900	Feb. 15, 1889
Keck, David W	37	Treasury	1,200	Mar. 10, 1889
Bergold, John	38	...do	1,200	Apr. 12, 1889
Branagan, Frank	39	...do	1,200	May 7, 1889
Richardson, Joseph W	40	...do	1,200	June 22, 1889
Hayes, Stephen H	41	...do	1,200	July 6, 1889
Heye, Louis C	42	...do	900	July 19, 1889
Collins, Mrs. Mary E	43	Interior	900	Aug. 1, 1889
Walton, James W	44	...do	1,400	Aug. 10, 1889
Morton, George L	45	...do	1,200	Aug. 31, 1889
Heininger, Louis	46	...do	1,000	Sept. 22, 1889
Watson, James A	47	...do	1,400	...do
Gentsch, Daniel C	48	...do	2,000	Sept. 29, 1889
Hollenbeck, Frederick B	49	...do	1,000	Oct. 20, 1889
Gatchell, William F	50	Treasury	1,000	Oct. 29, 1889
Schmidt, John H. W	51	Interior	1,000	Nov. 1, 1889
Durbin, William W	52	Treasury	1,000	Nov. 15, 1889
Harvey, Robert E	53	War	1,000	Nov. 24, 1889
Mossman, Edgar J	54	Treasury	1,400	Dec. 11, 1889

locations, classified departmental service, for the several states, etc.—Continued.

OHIO.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
{ \$1,000	Mar. 12, 1884	{	General.....	Non-competitive.
{ 1,200	July 26, 1884		do	
1,200	Mar. 1, 1884		do	
1,200	Sept. 1, 1885		do	
1,200	Dec. 22, 1886		do	
{ 1,200	June 23, 1884	{	do	
1,400	Apr. 9, 1887		Editor and proof-reader.	
1,400	Sept. 25, 1884		Assistant examiner, patent office.	
		Resigned Nov. 10, 1884	General.....	
			do	
1,200	Aug. 21, 1884	Removed May 21, 1885	Junior professor, signal office.	Examined for promotion under Rule XXI.
1,800	June 2, 1887		General.....	
			do	
		Resigned Aug. 31, 1884	do	
1,200	Jan. 31, 1885		do	
			do	
1,000	Feb. 15, 1887		Limited.....	
{ 1,200	Oct. 23, 1885	{	do	
1,400	Oct. 16, 1886		General.....	
		Resigned Oct. 9, 1885	Special pension examiner.	
1,400	Apr. 26, 1887		do	
			Limited.....	
1,200	Mar. 1, 1886		General.....	
			do	
1,200	Nov. 18, 1886		Type-writing.....	
			General.....	
			do	
			Law	
{ 1,200	Dec. 1, 1885	{	Proof-reader.....	Soldier's claim of preference. Transferred to 4th assistant examiner August 6, 1886. Transferred to Interior Department, patent office, March 17, 1887, at \$900.
4th ass't examiner	Aug. 6, 1886			
4th ass't examiner	Mar. 19, 1887	Resigned Mar. 16, 1887	Nautical science.....	
1,000	Mar. 1, 1887		Examiner's clerk, patent office.	
1,200	Aug. 1, 1886		General.....	
			do	
			Limited.....	
			General.....	
1,600	July 1, 1886		Law	
			Book-keeping.....	
			Law	
			General.....	Soldier's claim of preference.
			Limited.....	
1,000	Dec. 17, 1885		Examiner's clerk, patent office.	
		Dismissed Feb. 9, 1887	Special pension examiner.	
			Assistant examiner, patent office.	
			General.....	
			Special pension examiner.	
			Principal pension examiner.	
		Dismissed Apr. 19, 1887	General.....	
			Book-keeping.....	
1,200	Mar. 24, 1887		General.....	
			do	
			do	
			Book-keeping.....	

APPENDIX TABLE 4—Showing appointments, promotions, separations, and re-
OHIO—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Schaden, Peter W	55	Interior	1,400	Jan. 27, 1887	
McLaughlin, Aaron E	56	Interior	\$1,400	Feb. 2, 1887	
Turpin, Miss Sallie H	57	Treasury	900	Feb. 4, 1887	
Robinson, Alfred N	58	do	900	Feb. 14, 1887	
Sheppard, Thomas R	59	Interior	900	Mar. 2, 1887	
Hyer, David	60	Treasury	1,200	Mar. 7, 1887	
Fierce, William W	61	do	1,200	do	
Arnold, Hunter	62	do	1,000	do	
Hints, Hermann O	63	do	1,000	do	
Over, Madison	64	Interior	1,400	Apr. 2, 1887	
Kinkade, John H	65	do	1,400	Apr. 5, 1887	
Betts, Albert B	66	Treasury	1,000	Apr. 30, 1887	
Starck, Emil	67	Interior	1,200	May 3, 1887	
Gaines, Benjamin P	68	do	900	May 16, 1887	
Hooper, Francis M	69	Navy	1,200	May 23, 1887	
Fitch, William S	70	Interior	900	May 25, 1887	

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total
General (clerk)				9		9	14		14			
Editor and proof-reader				1		1						
Assistant examiner, patent office												
Junior professor, sig- nal office				1		1						
Limited (copyist)							1	1	2			
Special pension exam- iner												
Type-writing							1	1	1			
Law							3		2			
Proof reader												
Nautical science				1		1						
Examiner's clerk, pat- ent office												
Book-keeping							9		9			
Principal pension ex- aminer												
Total				12		12	26	2	28			

REPORT OF THE CIVIL-SERVICE COMMISSION.

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s, classified departmental service, for the several states, etc.—Continued.

OHIO—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
	Date.			
			Special pension examiner.	Reduced to \$1,200 Feb. 3, 1887.
			do	
100	Apr. 30, 1887		Type writing.	
			Book-keeping.	
			Examiner's clerk, patent office.	
			Book-keeping.	
			do	
			do	
			do	
			Special pension examiner.	
			do	
			Book-keeping.	
			Assistant examiner, patent office.	
			Limited.	
			Law.	
			Proof-reader.	

Office.		Navy.		Interior.				Agriculture.			Grand total.		
Male.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
	2				4		4				29		29
											1		1
					3		3				3		3
											1		1
1	1				3		3				4	2	6
					6		6				8		8
					1		1				1	1	2
		1		1	1		1				4		4
					2		2				2		2
											1		1
					1	2	3				1	2	3
											9		9
					1		1				1		1
1	3	1		1	24	2	26				65	5	70

APPENDIX TABLE 4.—*Showing appointments, promotions, separations, and*
OREGON.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Harrison, Ezra B.	1	Treasury	\$1,200	Nov. 18, 1885	May 12, 1
Broocks, William L.	2	Postoffice	1,000	Dec. 23, 1885	June 13, .
Wheeler, Laban H.	3	Treasury	1,200	June 12, 1886	Dec. 12, 1
Broocks, William L.	4	Interior	1,400	Apr. 1, 1887	.....

Examination.	State.			War.			Treasury.			Justice	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.
General (clerk)	1	.....	1	.....	.....
Law	1	.....	1	.....	.....
Special pension exam- iner
Total	2	.....	2	.....	.....

vations, classified departmental service, for the several states, etc.—Continued.

OREGON.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Aug. 13, 1886	Resigned Mar. 31, 1887	General..... do..... Law..... Special pension exam- iner.....	Soldier's claim of prefer- ence. To accept position of spe- cial pension examiner, Interior Department.

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total	Male.	Fe- male.	Total.	Male.	Fe- male.	Total	Male.	Fe male.	Total.	Male.	Fe- male.	Total.
1		1										2		2
												1		1
						1		1				1		1
1		1				1		1				4		4

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
PENNSYLVANIA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Keller, Benjamin F.....	1	War.....	\$1,000	Sept. 13, 1883	Mar. 13, 1884
Haskell, Cyrus V.....	2	Treasury.....	1,200	Nov. 30, 1883	May 29, 1884
Snodgrass, John J.....	3	War.....	900	Dec. 10, 1883	June 10, 1884
Mawhinney, Robert J.....	4	Justice.....		Dec. 28, 1883	June 27, 1884
Glover, George N.....	5	Treasury.....	1,200	Jan. 2, 1884	July 2, 1884
Villee, Harry L.....	6	Postoffice.....	1,000	Feb. 27, 1884	Aug. 27, 1884
Potter, Cyrus M.....	7	do.....	1,000	Mar. 15, 1884	Sept. 15, 1884
Barrows, Harry A.....	8	Treasury.....	900	July 11, 1884	Jan. 10, 1885
Harrison, Charles D.....	9	do.....	1,200	July 25, 1884	Jan. 24, 1885
Reigart, Daniel.....	10	do.....	1,200	Aug. 1, 1884	Jan. 31, 1885
Reagan, Miss Sadie A.....	11	do.....	900	Aug. 4, 1884	Feb. 4, 1885
Reed, Louis T.....	12	do.....	1,200	Aug. 7, 1884	Feb. 7, 1885
Laferty, Isaac D.....	13	Interior.....	900	Aug. 11, 1884	Feb. 11, 1885
Alexander, Miss Rosa S.....	14	Postoffice.....	900	Aug. 16, 1884	Feb. 29, 1885
Fussell, Edwin N.....	15	do.....	1,000	do.....	Feb. 18, 1885
Mathews, Thomas H.....	16	do.....	1,000	Aug. 18, 1884	Feb. 20, 1885
Arnold, Edwin S.....	17	do.....	1,000	do.....	do.....
Worley, Frederick U.....	18	Treasury.....	1,000	do.....	Feb. 18, 1885
Hunt, Henry J.....	19	Interior.....	900	Aug. 21, 1884	Feb. 21, 1885
Scharf, George.....	20	do.....	900	Aug. 23, 1884	Feb. 25, 1885
Whiteside, Miss Anna M.....	21	Treasury.....	900	Aug. 27, 1884	Feb. 27, 1885
Matchett, Thomas L.....	22	War.....	1,000	Aug. 29, 1884	
Carey, Henry.....	23	do.....	1,000	do.....	Feb. 20, 1885
Cooke, Hedley V.....	24	Interior.....	900	Sept. 15, 1884	Mar. 15, 1885
Seltzer, Henry H.....	25	Treasury.....	900	Sept. 23, 1884	Mar. 23, 1885
Blackburn, William D.....	26	do.....	900	Sept. 24, 1884	Mar. 23, 1885
Mytinger, Caroline.....	27	Navy.....	720	Oct. 7, 1884	Apr. 18, 1885
Rosell, Claude A. O.....	28	Treasury.....	1,000	Oct. 27, 1884	Apr. 27, 1885
Kapitz, Robert A.....	29	War.....	1,000	Nov. 4, 1884	May 4, 1885
Rockwood, Gilbert.....	30	Treasury.....	1,000	Dec. 8, 1884	June 7, 1885
Norris, Phebe R.....	31	do.....	900	Dec. 18, 1884	June 18, 1885
McCutchen, Cornelius.....	32	War.....	1,000	Mar. 12, 1885	Sept. 12, 1885
Barnwell, H. Grant.....	33	do.....	1,000	Mar. 24, 1885	Sept. 2, 1886
Fahnestock, Solomon B.....	34	do.....	1,000	Apr. 15, 1886	Oct. 15, 1886
Hughes, William J.....	35	Justice.....		May 1, 1885	Oct. 31, 1885
Scribner, Frank L.....	36	Agriculture.....		May 11, 1885	Nov. 11, 1885
Wilcox, Adolphus D.....	37	War.....	1,000	May 19, 1885	Nov. 19, 1885
Shunk, Alonzo W.....	38	do.....	1,000	June 1, 1885	Dec. 1, 1885
Madden, Thomas F.....	39	do.....	1,000	June 18, 1885	Dec. 18, 1885
Harshberger, Frank M.....	40	do.....	1,000	June 30, 1885	Dec. 30, 1885
Austin, Henry E.....	41	do.....	1,000	July 1, 1885	Jan. 1, 1886
Garnier, Miss Madeline A.....	42	Postoffice.....	1,200	do.....	Jan. 14, 1886
Bayard, J. Wilson.....	43	State.....	1,200	do.....	Dec. 31, 1885
Gray, William M.....	44	War.....	1,000	July 14, 1885	Jan. 14, 1886
Gallagher, Anthony J.....	45	Treasury.....	1,200	Oct. 5, 1885	Apr. 5, 1886
Colwell, James H.....	46	War.....	1,200	Nov. 6, 1885	May 6, 1886
Harper, Kenton N.....	47	do.....	1,000	Mar. 8, 1886	Sept. 8, 1886
Gues, Miss Mary F.....	48	do.....	Copyist.	Mar. 9, 1886	Sept. 9, 1886
Hulstead, Thomas.....	49	do.....	1,200	Apr. 1, 1886	Oct. 1, 1886
Hay, Henry P.....	50	Treasury.....	1,200	Apr. 23, 1886	Oct. 22, 1886
Wistar, George H.....	51	do.....	1,200	June 14, 1886	Dec. 14, 1886
Patterson, Frank E.....	52	do.....	900	June 26, 1886	Dec. 26, 1886
Williamson, John M.....	53	Navy.....	1,200	Aug. 6, 1886	Feb. 15, 1887
Haldeman, Benjamin S.....	54	Interior.....	1,000	Aug. 9, 1886	Feb. 8, 1887
Jones, Charles S.....	55	do.....	1,200	Aug. 18, 1886	Feb. 18, 1887
Ide, George R.....	56	do.....	1,200	Aug. 27, 1886	Feb. 27, 1887
Rosell, Claude A. O.....	57	do.....	1,500	Sept. 1, 1886	Mar. 1, 1887
Rogers, Robert F.....	58	do.....	1,200	Sept. 4, 1886	Mar. 4, 1887
Calhoun, Charles F.....	59	do.....	900	Sept. 15, 1886	Mar. 15, 1887
Stine, Andrew B.....	60	Treasury.....	1,000	Sept. 18, 1886	Mar. 18, 1887
Gallagher, Patrick J.....	61	do.....	1,200	Sept. 23, 1886	Mar. 23, 1887
Id, Carl O.....	62	Postoffice.....	1,000	Sept. 28, 1886	do.....

orations, classified departmental service, for the several states, etc.—Continued.

PENNSYLVANIA.

Promoted.		Separated from service.	Examination taken.	Remarks.
T.—	Date.			
{ \$1,200 1,400	Dec. 1, 1883 Dec. 7, 1886	{ Resigned Dec. 7, 1886.	General.....	{ Transferred to Interior Department Dec. 7, 1886.
1,200	Mar. 7, 1885	.....	do
{ 1,200 1,400	Mar. 16, 1885 June 17, 1887	{	Telegraphy.....	
1,200	Oct. 23, 1884	Dismissed May 11, 1886	General.....	
1,200	Dec. 6, 1884	do	Dropped at the expira- tion of his probationary period. Soldier's claim of preference.
.....	.....	.....	Limited.....
.....	.....	.....	General.....
.....	.....	.....	do
.....	.....	.....	Limited.....
1,000	May 16, 1887	.....	General.....
1,000	Jan. 12, 1883	.....	do
1,200	Sept. 7, 1885	.....	do
.....	.....	Resigned Nov. 23, 1885	do
1,200	Jan. 7, 1887	.....	do
1,200	Oct. 6, 1884	.....	do
1,000	June 1, 1887	.....	Limited.....
.....	.....	.....	General.....
1,200	Oct. 29, 1881	.....	do
1,200	do	Resigned May 1, 1886	do	Transferred to Interior Department Feb. 15, 1887, at \$1,200.
.....	.....	Resigned July 23, 1886	do
{ 1,000 1,200	Oct. 6, 1884 Jan. 8, 1885	{	do	
.....	.....	.....	Limited.....
.....	.....	.....	Type-writing.....
1,200	Mar. 11, 1885	.....	General.....
.....	.....	Resigned Feb. 15, 1887	do
.....	.....	.....	do
1,200	Oct. 19, 1886	Discharged June 20, 1887.	do	
.....	Telegraphy.....	Reappointed Mar. 20, 1886.
.....	.....	.....	Assistant botanist.....
.....	.....	.....	General.....
.....	.....	Resigned Feb. 28, 1886, died Nov. 10, 1886.	do
1,200	Sept. 23, 1885	.....	do
.....	.....	.....	do
1,200	Mar. 1, 1886	.....	Italian, German, and French languages, State Department
.....	.....	.....	Microscopy
.....	.....	.....	Law
.....	Nautical science.....	Reduced to \$1,000 Aug. 10, 1886.
.....	.....	.....	Proof-reader.....
.....	.....	.....	Type-writing.....
.....	.....	.....	Book-keeping.....
.....	.....	.....	General.....
.....	.....	.....	Book-keeping.....
.....	.....	.....	Limited.....
.....	.....	.....	Law
1,200	May 16, 1887	.....	Book-keeping.....
3d assist. examiner.	Mar. 1, 1887	Assistant examiner, patent office.....	
.....	.....	.....	do
3d assist. examiner.	Apr. 27, 1887	.....	do
.....	.....	.....	do
1,200	Feb. 21, 1887	.....	Type-writing.....
1,200	Apr. 8, 1887	.....	Book-keeping.....
.....	General.....	
.....	.....	.....	do

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re-
PENNSYLVANIA—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Peale, James T.....	63	Interior	\$1,400	Oct. 14, 1886	Apr. 14, 1887
Robinson, Edward C.....	64	Treasury	1,200	Oct. 28, 1886	Apr. 28, 1887
Barr, Robert M.....	65	Interior	1,200	Oct. 29, 1886	Apr. 29, 1887
Albert, Allen D.....	66	do	1,000	Nov. 6, 1886	May 6, 1887
McGettigan, James B.....	67	War	1,000	Nov. 9, 1886	May 9, 1887
O'Reilly, Thomas.....	68	Interior	1,000	Nov. 10, 1886	May 10, 1887
Waring, Luther H.....	69	do	900	Nov. 23, 1886	May 23, 1887
Ellis, James J.....	70	War	1,200	Dec. 26, 1886	June 29, 1887
Matchett, Thomas L.....	71	Interior	1,000	Dec. 31, 1886	June 30, 1887
Gallagher, Michael F.....	72	do	2,000	Jan. 26, 1887	.....
McMonagle, Neil.....	73	do	900	Feb. 14, 1887	.....
Etka, William E.....	74	War	1,000	Feb. 23, 1887	.....
Gallagher, Miss Tillie J.....	75	Treasury	900	Mar. 15, 1887	.....
Reagan, Miss Mary M.....	76	do	900	Apr. 6, 1887	.....
Kalbach, Lewis A.....	77	Interior	720	May 3, 1887	.....
Gulents, Charles.....	78	Postoffice.....	1,000	May 9, 1887	.....
Reagan, Miss Mary M.....	79	Interior	900	June 2, 1887	.....
Spangler, Albert D.....	80	do	900	June 1, 1887	.....
Mull, Moses D.....	81	do	720	do .....	.....
Conniff, Thadens M.....	82	do	1,000	June 21, 1887	.....
Stauffer, Charles C.....	83	do	1,300	June 27, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				15		15	11	2	13			
Telegraphy.....										2		2
Limited (copyist).....							3	2	5			
Type writing.....					1	1	1		1			
Assistant botanist.....												
Italian, German, and French languages.....												
State Department.....	1		1									
Microscopy.....				1		1						
Law.....							1		1			
Nautical science.....				1		1						
Proof-reader.....				1		1						
Book keeping.....				2		2	2		2			
Assistant examiner, patent office.....												
Special pension exam- iner.....												
Principal pension ex- aminer.....												
Total.....	1		1	20	1	21	18	5	23	2		2

classified departmental service, for the several states, etc.—Continued.

PENNSYLVANIA—Continued.

promoted.	Separated from service.		Examination taken.	Remarks.
Date.				
			Special pension examiner.	
			Type-writing	
			Assistant examiner, patent office.	
Apr. 1, 1887			General	
			do	
			do	
			Type-writing	
			Book-keeping	
			General	Soldier's claim of preference.
			Principal examiner	Do.
			Limited	
			General	
			Limited	
	Resigned June 1, 1887.		do	To accept position in Interior Department.
			do	
			General	
			Book-keeping	
			Limited	
			General	
			do	
			Assistant examiner, patent office.	

Offs.	Navy.			Interior.			Agriculture.			Grand total.		
	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.
	8				8						42	2
											2	
					4						7	3
		1	1		2						2	2
							1			1	1	
1	1										1	1
											1	
		1		1							2	
											1	
											1	
					1	1					5	1
					6		6				6	
					1		1				1	
					1		1				1	
	8	1	1	2	23	1	24	1		1	74	5

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re-
RHODE ISLAND.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Chase, George W	1	War	\$1,000	Sept. 22, 1883	Mar. 23, 1884
Henshaw, Richmond	2	do	1,000	Oct. 25, 1884	.....
Sayles, Henry C	3	do	1,000	Feb. 7, 1885	Aug. 7, 1885
Angell, Albert E	4	do	1,000	Jan. 26, 1886	July 24, 1886
Malins, Mrs. Lulu H	5	Treasury	250	June 16, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	4	.....	4	.....	.....	.....	.....	.....	.....
Limited (copyist)	1	1	.....	.....	.....
Total	4	.....	4	.....	1	1	.....	.....	.....

SOUTH CAROLINA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Lathan, Samuel B	1	War	\$1,000	Jan. 7, 1881	July 7, 1881
Johnson, J. Altheus	2	Treasury	1,000	Mar. 22, 1884	Sept. 22, 1884
Hart, Oliver J., jr	3	do	1,000	July 28, 1884	Jan. 28, 1885
Lloyd, Francis B	4	Interior	900	Aug. 6, 1884	Feb. 6, 1885
Miller, Kelly	5	do	900	Aug. 9, 1884	Feb. 9, 1885
Tolcher, John G	6	do	900	Aug. 21, 1884	Feb. 21, 1885
Johnson, James L	7	do	900	Oct. 9, 1884	Apr. 9, 1885
Winsor, William H	8	do	900	Dec. 1, 1884	.....
Cardozo, George H	9	War	1,000	Mar. 24, 1885	Sept. 24, 1885
Holmes, Talley R	10	do	1,000	Mar. 31, 1885	do
Bestick, Miss Gulie C	11	Agriculture	900	July 11, 1885	Jan. 11, 1886
Werber, Frederick, jr	12	Treasury	1,200	Aug. 22, 1885	Feb. 22, 1886
Legare, Alexander B	13	War	1,200	Nov. 5, 1885	May 5, 1886
Nance, Willie V	14	Postoffice	900	Sept. 14, 1885	Mar. 14, 1886
Northrop, George P	15	Treasury	1,200	Oct. 23, 1885	Apr. 23, 1886
Thompson, John M	16	Interior	900	Oct. 28, 1885	Apr. 28, 1886
Williams, Harry L	17	do	1,000	Nov. 16, 1885	May 16, 1886
Truiper, Theodore D	18	Postoffice	900	Jan. 18, 1887	.....
Clifford, Miss Geraldine	19	Treasury	900	May 2, 1887	.....
Miller, Allen E	20	Interior	900	May 4, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)	3	.....	3	1	.....	1	.....	.....	.....
Law	2	.....	2	.....	.....	.....
Limited (copyist)	1	1	.....	.....	.....
Type writing	1	.....	1	.....	.....	.....
Book keeping
Nautical science	1	.....	1	.....	.....	.....	.....	.....	.....
Total	4	.....	4	4	1	5	.....	.....	.....

rations, classified departmental service, for the several states, etc.—Continued.

RHODE ISLAND.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Aug. 14, 1885	Discontinued Apr. 23, 1885	General	
			do	
1,200	Aug. 24, 1886		do	
			Limited	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
													1	4
													1	1
												4	1	5

SOUTH CAROLINA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	May 1, 1884		General	
1,200	Sept. 23, 1884		Law	
1,200	Feb. 19, 1885		General	
			Limited	
1,000	June 1, 1887		General	
1,200	Sept. 16, 1888		Limited	
1,000	Feb. 15, 1887		do	
		Died Mar. 7, 1885	do	
			General	
			do	
1,000	July 1, 1886		Type-writing	
			Law	
			Nautical science	
			Limited	
1,400	Mar. 24, 1887		Type-writing	
1,200	Dec. 16, 1886		Book-keeping	
			General	
			Limited	
			do	
			General	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1		1				2		2				2		2
												2		2
1		1				4		4				5	1	6
										1	1	1	1	2
						1		1				1		1
												1		1
2		2				8		8		1	1	10	2	20

APPENDIX TABLE 4.—Showing appointments, promotions, separations,
TENNESSEE.

Name.	Ap- point- ment No.	Probationary appointment.			Ab- solut appoint- ment.
		Department.	Salary.	Date.	
Walker, Miss Adella C.....	1	Treasury	\$800	Mar. 10, 1884	Sept.
Copeman, William H.....	2	War	1,000	Apr. 3, 1884	Oct.
Nelson, Charles	3	do	1,000	July 5, 1884	Jan.
Von Rosen, Ferdinand G.....	4	Justice	900	July 21, 1884	Feb.
Smith, Henry C	5	Treasury	1,000	July 31, 1884	Jan.
Upham, W. C	6	Interior	900	Aug. 9, 1884	Feb.
Hillman, Abram M.....	7	Treasury	900	Aug. 14, 1884	Feb.
Fearn, Percy B.....	8	Interior.....	900	Aug. 26, 1884	Feb.
Ascock, Walter F.....	9	do	900	Aug. 27, 1884	Feb.
Lott, Albert A.....	10	do	900	Sept. 12, 1884	Mar.
Graham, Peter H	11	Treasury	1,200	Oct. 15, 1884	Apr.
Worley, Nathaniel T.....	12	War	1,000	Mar. 2, 1885	Sept.
Garrison, Ethridge J.....	13	do	1,000	June 12, 1885	Dec.
Jennings, Robert W., jr.....	14	do	1,000	July 2, 1885	Dec.
Watson, William B	15	Treasury	1,200	Sept. 20, 1885	Mar.
Cousar, Robert M.....	16	do	1,200	Nov. 2, 1885	May
Rhodes, Miss Roberta	17	Interior.....	900	Dec. 1, 1885	June
Telford, Miss Esther J.....	18	do	900	Dec. 15, 1885	June
Milham, William W.....	19	Treasury	1,000	May 10, 1886	Nov.
Saunders, John L	20	do	1,200	June 28, 1886	Dec.
Blakeney, Thomas C.....	21	do	1,200	July 6, 1886	Jan.
McClelland, Miss Lizzie J.....	22	Interior	900	Aug. 1, 1886	Feb.
Brad, Thomas B., jr.....	23	do	1,000	Oct. 4, 1886	Apr.
Kelly, William C.....	24	do	1,000	Nov. 6, 1886	May
Witherspoon, Thomas A.....	25	do	1,200	Nov. 9, 1886	May
St. John, Charles J., jr.....	26	do	1,400	Dec. 29, 1886	June
Adams, Alfred A.....	27	Treasury	1,000	Jan. 24, 1887	...
Brown, Eugene V.....	28	War	1,200	Mar. 1, 1887	...
Burnley, Alexander F.....	29	Interior	1,400	Apr. 1, 1887	...
Ayers, Walter S	30	do	2,000	Apr. 3, 1887	...
Townsend, Joseph	31	do	900	Apr. 30, 1887	...

Examination.	State.			War.			Treasury.			Justice.	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.
Limited (copyist)								1	1	1	
General (clerk)				5		5	6		6		
Law							3		3		
Examiner's clerk, pat- ent office											
Type-writing											
Assistant examiner, patent office.....											
Special pension exami- ner											
Stenography				1		1					
Principal pension ex- aminer											
Total				6		6	9	1	10	1	

positions, classified departmental service, for the several states, etc.—Continued.

TENNESSEE.

Promoted		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Sept. 1, 1885	Resigned May 15, 1886	Limited General do Limited General Limited General Limited do do General do	

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
TEXAS.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment
		Department.	Salary.	Date.	
Roach, Miss Lillian V.	1	Treasury	\$900	June 4, 1884	Dec. 4, 1884
Tinsley, Seth W.	2	Postoffice.	1,000	June 21, 1884	Dec. 21, 1884
Wilborn, Wyatt A.	3	Treasury	1,200	June 27, 1884	Dec. 27, 1884
Gilmer, Thomas W.	4	do	1,200	July 28, 1884	Jan. 28, 1885
Porter, Henry Clay	5	do	1,200	Aug. 1, 1884	Jan. 31, 1885
Johnson, Miss Lizzie R.	6	Postoffice	900	Aug. 8, 1884	Feb. 8, 1885
Cannon, Charles W.	7	Interior	900	Sept. 10, 1884	Mar. 10, 1885
Turner, Leon	8	do	900	Sept. 13, 1884	Mar. 13, 1885
Hawn, John Phelan	9	War	1,000	Dec. 1, 1884	.....
Magnon, Miss Alice M.	10	Postoffice	720	Jan. 2, 1885	July 1, 1885
Dent, Sidney H.	11	Treasury	900	Jan. 12, 1885	July 12, 1885
Wiggins, J. Vinson	12	War	900	Mar. 2, 1885	.....
Crutchfield, George A.	13	do	1,000	Mar. 12, 1885	Sept. 12, 1885
Thümsen, William J. R.	14	do	1,000	Apr. 18, 1885	Oct. 18, 1885
Garrison, Julien De E.	15	do	1,000	May 28, 1885	Nov. 28, 1885
Daniel, John W.	16	Treasury	1,200	Oct. 2, 1885	Apr. 2, 1886
Raymond, John U.	17	Interior	1,800	Oct. 12, 1885	Apr. 12, 1886
McNeill, William H.	18	Treasury	1,200	Mar. 22, 1886	Sept. 22, 1886
Hilliard, Richard B.	19	do	1,000	do	do
Cole, William F.	20	do	1,000	Apr. 13, 1886	Oct. 13, 1886
Norton, Miss Lillian A.	21	Postoffice	720	June 14, 1886	Dec. 14, 1886
Crutchfield, George A.	22	State	1,200	Sept. 1, 1886	.....
Maloney, James.	23	War	1,000	Sept. 27, 1886	.....
Spangler, William A.	24	Interior	1,000	Sept. 30, 1886	Mar. 30, 1887
Settle, Rufus	25	do	1,000	Oct. 19, 1886	Apr. 19, 1887
De Loach, Thomas	26	do	1,000	Nov. 1, 1886	May 1, 1887
Gary, Caesar Rodney	27	War	1,000	Nov. 12, 1886	May 12, 1887
Jordan, Mrs. Mary A.	28	Interior	720	Dec. 23, 1886	June 23, 1887
Hodges, Charles R.	29	Postoffice	1,000	Jan. 14, 1887	.....
Hudson, James G.	30	War	1,000	Jan. 17, 1887	.....
Lipscomb, Lee M.	31	Treasury	900	Apr. 30, 1887	.....
Carroll, Arthur I.	32	Interior	900	May 1, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
Listed (copyist) .....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....
General (clerk) .....	.....	.....	.....	3	.....	3	3	.....	3	.....	.....	.....
Medical examiner, pen- sion office .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Examiner's clerk, pat- ent office.
State Department	1	1
Book-keeping	1	1
Total	1	1	3	3	4	1	10

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torsions, classified departmental service, for the several states, etc.—Continued.

TEXAS

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
			Limited.....	
{ \$1,200	Feb. 11, 1885	{	General.....	
{ 1,400	Dec. 22, 1886		do.....	
			do.....	
			do.....	
			Limited.....	
{ 1,200	Dec. 1, 1886	{	do.....	
{ 1,600	May 16, 1887		do.....	
{ 1,000	Nov. 1, 1886		do.....	
1,300	Mar. 11, 1885	Discharged Apr. 23, 1885.	General.....	
900	July 1, 1885	Resigned June 22, 1887.	do.....	
{ 1,000	Jan. 29, 1886	{ Resigned Jan. 29, 1886.	do.....	Transferred to War Department Jan. 29, 1886, at \$1,000.
{ 1,200	Oct. 23, 1886		do.....	Reinstated and absolute appointment Aug. 4, 1886.
1,000	Aug. 4, 1886	Removed Sept. 2, 1885.	do.....	
		Resigned Apr. 24, 1886	do.....	
1,200	Apr. 5, 1886		do.....	
1,400	Feb. 15, 1886	{ Resigned Jan. 5, 1886 } { Resigned Aug. 29, 1886 }	do.....	To accept position in Interior Department.
			do.....	
			Medical examiner, pension office.	
			General.....	
			do.....	
			do.....	
			Limited.....	
		Resigned Oct. 21, 1886.	State Department.	
			General.....	Dropped at expiration of probationary appointment.
			do.....	
			do.....	
			do.....	
			do.....	
			Examiner's clerk, patent office.	
		Removed Feb. 7, 1887.	General.....	Reinstated Mar. 7, 1887.
			do.....	
			Book-keeping.	
			Limited.....	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe male.	Total.	Male.	Fe- male.	Total.
2	3	5				8	1	9				27	5	32

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re-
VERMONT.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Pyles, Miss Marion	1	Treasury	\$800	Oct. 1, 1883	Apr. 1, 1884
Howard, Harlan P	2	do	1,000	Sept. 1, 1883	Mar. 1, 1885
Smith, Miss Margaret L.	3	Postoffice	720	Sept. 14, 1883	Mar. 17, 1885
Bassett, Miss Lizzie M	4	do	720	Dec. 30, 1883	June 22, 1885
Hayden, Mrs. Nellie M	5	Interior	900	July 3, 1885	Jan. 2, 1887
Perkins, Henry E	6	do	1,400	Aug. 11, 1886	Feb. 11, 1887
Emery, Mrs. Abbie A	7	do	900	Feb. 15, 1887	.....

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)							1	1	2			
Limited (copyist)												
Examiner's clerk, pat- ent office												
Special pension exam- iner												
Total							1	1	2			

VIRGINIA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Young, William H. A	1	Treasury	\$800	Nov. 21, 1883	May 2, 1884
Berlin, Benjamin R.	2	do	900	Nov. 30, 1883	.....
Nevett, Henry J.	3	do	1,000	July 24, 1884	Jan. 24, 1885
Towson, Richard M	4	Interior	720	July 30, 1884	Jan. 30, 1885
Fairfax, Thomas	5	Treasury	1,200	Aug. 4, 1884	Feb. 4, 1885
Green, Andrew J	6	Interior	900	Aug. 15, 1884	Feb. 15, 1885
Fitzhugh, Miss Ellen C.	7	Treasury	900	Aug. 23, 1884	Feb. 23, 1885
Wells, Gilbert C.	8	Interior	1,200	do	do
Phillips, Levi C	9	do	1,200	do	do
Young, Glendle B	10	do	900	Sept. 1, 1884	Mar. 1, 1885
McKennie, Annie R	11	Treasury	900	do	do
Anderson, Frank E	12	do	1,000	Sept. 25, 1884	Mar. 25, 1885
Weber, George W	13	do	1,200	Oct. 18, 1884	Apr. 18, 1885
Barr, Mrs. Mary V.	14	Interior	900	do	do
Musacena, Miss Marie	15	Postoffice	720	Dec. 8, 1884	June 12, 1885
Taylor, Julian	16	State	1,200	July 1, 1885	Dec. 31, 1885
Staples, Samuel G.	17	Interior	1,800	Oct. 24, 1885	Apr. 24, 1886
Lupton, Silas L	18	Treasury	1,000	Nov. 10, 1885	May 10, 1886
Smith, Miss Carrie E	19	Justice	800	Dec. 10, 1885	June 15, 1886
Smith, Thomas H	20	Treasury	1,000	Jan. 10, 1886	July 10, 1886
Davidson, Edward Y	21	War	1,200	Mar. 21, 1886	Sept. 22, 1886
Seawell, Charles W	22	Treasury	1,200	May 21, 1886	.....
Hanckel, Miss Mary T	23	Interior	900	Aug. 1, 1886	Feb. 1, 1887
Gatewood, Robert W	24	do	1,200	Aug. 21, 1886	Feb. 21, 1887

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rations, classified departmental service, for the several states, etc.—Continued.

VERMONT.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Feb. 19, 1885		General.....	Soldier's claim of preference.
900	Apr. 1, 1886		do.....	
900	Mar. 5, 1886		Limited.....	
1,000	Nov. 10, 1886		do.....	
			Examiner's clerk, patent office.	
			Special pension examiner.	
			Limited.....	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
	2	2					1	1				1	1	2
							1	1					1	1
						1		1				1		1
	2	2				1	2	3				2	5	7

VIRGINIA.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Aug. 15, 1884	Dismissed May 29, 1884.	Limited.....	Transferred to Interior Department. Principal examiner, pension office, Dec. 8, 1884.
840	July 1, 1885		General.....	
			do.....	
1,000	May 1, 1887		Assistant topographer, geological survey.	
			General.....	
			do.....	
		Dismissed Sept. 18, 1886.	Limited.....	
			Special pension examiner.	
			do.....	
			Limited.....	
1,200	Nov. 22, 1884		do.....	To accept position in State Department.
1,000	Dec. 8, 1886	Resigned Dec. 8, 1886.	Law.....	
			do.....	
1,000	Dec. 1, 1885		Topographical draughtsman.	
900	Aug. 26, 1885		French and German languages.	
			State department.....	
			Medical examiner, pension office.	
1,300	Jan. 14, 1886		Law.....	
1,400	May 29, 1886		Type-writing.....	
			Book-keeping.....	
		Resigned Aug. 31, 1886.	Type-writing.....	
			Law.....	
		Resigned June 25, 1887.	Examiner's clerk, patent office.	
Assistant examiner.	Apr. 4, 1887	Died Apr. 15, 1887.	Assistant examiner, patent office.	

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
VIRGINIA—Continued.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Stewart, Charles A	23	Treasury	\$900	Sept. 1, 1886	Mar. 1, 1887
Seawell, Charles W	26	State		do	do
Leckie, Richard	27	Treasury	1,000	Sept. 9, 1886	Mar. 9, 1887
Wood, John C	28	do	900	Sept. 11, 1886	Mar. 11, 1887
Taylor, James	29	do	900	Oct. 14, 1886	Apr. 14, 1887
Lightfoot, James H	30	Interior	1,200	Oct. 27, 1886	Apr. 27, 1887
Keim, Morris	31	Postoffice	900	Dec. 11, 1886	June 9, 1887
Jones, Miss Emily R.	32	Treasury	900	Dec. 14, 1886	June 14, 1887
Groves, Charles J	33	do	1,000	Dec. 16, 1886	June 17, 1887
Trist, Hore Browne	34	Interior	1,900	Dec. 27, 1886	June 11, 1887
Wooda, Robert H	35	Navy	1,200	Jan. 11, 1887	
Nicolson, George D	36	Interior	1,200	Jan. 14, 1887	
Pickett, Mrs. Lucille D. C	37	do		Jan. 20, 1887	
Gibbs, Edwin A	38	do	1,800	Apr. 28, 1887	
Wade, Thomas M	39	Treasury	900	June 17, 1887	
Woodson, William H	40	War	1,000	June 20, 1887	

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
Limited (copist)							2	2	4			
General (clerk)							2		2			
Assistant topographer, geological survey												
Special pension exam- iner												
Law							4		4			
Topographical draughtsman												
French and German languages								1	1			
State Department	2		2									
Medical examiner, pen- sion office												
Type writing				1		1					1	1
Book keeping				1		1	6		6			
Examiner's clerk, pat- ent office												
Assistant examiner, patent office												
Nautical science and affairs												
Total	2		2	2		2	15	3	18		1	1

vations, classified departmental service, for the several states, etc.—Continued.

VIRGINIA—Continued.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
			Limited State Department	
\$1,200	Jan. 14, 1887		Book-keeping	
1,200	Feb. 21, 1887		do	
			do	
			Assistant examiner, patent office.	
			Limited	Soldier's claim of preference.
			French and German languages.	
			Book-keeping	
			Medical examiner, pen- sion office.	
			Naval science and affairs.	
			Assistant examiner, patent office.	
			Examiner's clerk, pat- ent office.	
			Medical examiner, pen- sion office.	
			Book-keeping	
			do	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
1		1				1		1				4	2	6
						1		1				4		4
						1		1				1		1
						2		2				2		2
												4		4
							1	1					1	1
	1	1											2	2
												2		2
						3		3				3		3
												1	1	2
												7		7
							2	2					2	2
						3		3				3		3
			1		1							1		1
1	1	2	1		1	11	2	14				32	8	40

APPENDIX TABLE 4.—Showing appointments, promotions, separations, and re
WASHINGTON TERRITORY.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
Wayland, Confucius L	1	Postoffice	\$900	Mar. 3, 1886	Sept. 8, 1886
Anderson, Joseph W	2	War	1,000	June 19, 1886	Dec. 18, 1886

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk)				1		1						
Total				1		1						

WEST VIRGINIA.

Name.	Ap- point- ment No.	Probationary appointment.			Absolute appointment.
		Department.	Salary.	Date.	
McCoy, Joseph M	1	War	\$1,000	Dec. 27, 1883	June 27, 1884
Engle, James M	2	Treasury	1,000	July 23, 1884	Jan. 23, 1885
Howell, David H	3	Interior	720	July 29, 1884	Jan. 28, 1885
Campbell, Willard S	4	Treasury	1,000	Aug. 16, 1884	Feb. 16, 1885
Allen, Robert J. F	6	do	1,000	Oct. 24, 1884	Apr. 24, 1885
Frantz, William A	6	War	1,000	June 6, 1885	
Deck, William M	7	do	1,000	Jan. 29, 1886	July 28, 1886
Wheat, Miss Emma J	8	Interior	720	Mar. 4, 1886	Sept. 4, 1886
Strayer, Mrs. Laura L	9	do	900	do	do
Crombien, John F	10	do	1,000	Aug. 7, 1886	Feb. 7, 1887
Bates, Alfred	11	Treasury	1,000	Aug. 23, 1886	Feb. 23, 1887
Syme, Samuel A. M	12	do	1,400	Sept. 6, 1886	Mar. 5, 1887
Moler, James D	13	do	900	do	do
Cracraft, Miss Julia	14	do		Nov. 19, 1886	May 19, 1887
Shrewsbury, Albert D	15	do	1,200	Dec. 16, 1886	June 16, 1887
Dolan, Patrick V	16	do	900	Apr. 7, 1887	

Examination.	State.			War.			Treasury.			Justice.		
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.
General (clerk) ..				3		3	8		3			
Assistant topographer geological survey ..												
Examiner & clerk, pat- ent office												
Book keeping							2		2			
Law							2		2			
Limited (copyist) ..							1	1	2			
Total				3		3	8	1	9			

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rations, classified departmental service, for the several states, etc.—Continued.

WASHINGTON TERRITORY.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,000	Aug. 12, 1886	{	General .....	.....
1,200	Jan. 7, 1887		do .....	.....

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	3

WEST VIRGINIA.

[illegible]

APPENDIX TABLE 4.—*Showing appointments, separations,*
WISCONSIN.

Name.	Ap- point- ment No.	Probationary appointment.			At appo
		Department.	Salary.	Date.	
Dudley, Irving B.....	1	War.....	\$1,000	Sept. 29, 1883	Mar
Morse, Samuel B.....	2	Treasury.....	900	Nov. 21, 1883	May
Wilcox, Ephraim S.....	3	do.....	900	June 2, 1884	Dec.
Naylor, Levi W.....	4	do.....	1,000	Aug. 6, 1884	Feb.
Simpson, John M.....	5	do.....	1,000	Aug. 7, 1884	Feb.
Shirley, John J.....	6	do.....	900	Aug. 28, 1884	Feb.
Town, Mrs. Mary L.....	7	Postoffice.....	720	Dec. 11, 1884	Jun
Pike, Charles E.....	8	War.....	1,000	Dec. 31, 1884	July
Temple, Edwin G.....	9	do.....	1,000	Jan. 3, 1885	July
Hubachek, Frank B.....	10	do.....	1,000	Jan. 3, 1885	July
Giles, George E.....	11	do.....	1,000	Apr. 11, 1885	Oct.
Snyder, Henry T.....	12	do.....	1,000	May 15, 1885	Nov
Gardner, Miss Nellie.....	13	Agriculture.....	900	Oct. 15, 1885	Apr
Jennings, Miss Nettie C.....	14	Interior.....	900	Feb. 1, 1886	Aug
Herring, Carl E.....	15	Postoffice.....	1,000	Feb. 2, 1886	July
Scanlan, Charles M.....	16	Treasury.....	900	do.....	Aug
Pike Fred. A., jr.....	17	do.....	1,200	June 23, 1886	Dec.
Mott, Frank W.....	18	Interior.....	1,200	Aug. 23, 1886	Feb.
Hart, Elmer W.....	19	do.....	1,000	Sept. 27, 1886	Mar
Roeths, Henry L.....	20	do.....	1,000	Nov. 8, 1886	May
Hubachek, Frank B.....	21	Postoffice.....	1,200	Dec. 24, 1886	Jun
Shaw, William B.....	22	War.....	1,000	Dec. 30, 1886	Jun
Gray, Susan M.....	23	Treasury.....	900	Jan. 13, 1887	.....
Powell, Kate R.....	24	do.....	900	Jan. 15, 1887	.....
Davis, Charles S.....	25	Interior.....	900	May 1, 1887	.....
Comly, Richard W.....	26	Treasury.....	900	June 13, 1887	.....

Examination.	State.			War.			Treasury.			Just	
	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.	Total.	Male.	Fe- male.
General (clerk).....				7		7	3		3		
Limited (copyist).....							3	2	4		
Service.....											
Examiner's clerk, pat- ent office.....											
Law.....							2		2		
Assistant examiner, pat- ent office.....											
Book-keeping.....											
Stenography and type- writing.....							1		1		
Total.....				7		7	6	2	10		

REPORT OF THE CIVIL-SERVICE COMMISSION.

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ations, classified departmental service, for the several states, etc.—Continued.

WISCONSIN.

Promoted.		Separated from service.	Examination taken.	Remarks.
To—	Date.			
\$1,200	Feb. 1, 1884	{	General	
1,400	Aug. 1, 1886		Limited	
			do	
			General	
			do	
			do	
900	Feb. 1, 1885		Limited	
1,200	Jan. 27, 1885	{	General	{ Transferred to Interior Department, Dec. 6, 1886, at \$1,400.
1,400	Dec. 6, 1886			
1,200	May 5, 1885		do	
1,200	May 8, 1885		do	
1,200	July 11, 1886	Resigned June 30, 1886	do	
1,000	July 1, 1886	Resigned Dec. 27, 1886	do	
1,000	Nov. 10, 1886		Sericulture	
			Examiner's clerk, pat- ent office.	
1,200	Aug. 13, 1886		General	
1,000	June 29, 1886	{	Law	{ Transferred to Interior Department, Dec. 5, 1886.
1,200	July 24, 1886			
1,400	Mar. 24, 1887		do	
			do	
Master ex- aminer.	Apr. 4, 1887	Resigned Dec. 5, 1886	Assistant examiner, patent office.	
			General	
			do	
			Book-keeping	
			General	
			Limited	
			do	
			do	
			Stenography and type- writing.	

Postoffice.			Navy.			Interior.			Agriculture.			Grand total.		
Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1		1				2		2				13		13
	1	1				1		1				3	3	6
									1	1			1	1
							1	1					1	1
												2		2
						1		1				1		1
1		1										1		1
												1		1
2	1	3				4	1	5		1	1	21	5	26

APPENDIX TABLE 5.

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Florida	Jacksonville	Dec. 6, 1886	1	2	4	3	1	7	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
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APPENDIX TABLE G.--Showing dates and places of all examinations held--number of eligibles and number of ineligible, etc.--Continued.

[illegible]

REPORT OF THE CIVIL-SERVICE COMMISSION.

685

Oct. 27, 1886	1	3	1	5	2	6	19	11	4	15	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
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APPENDIX TABLE 6

APPENDIX TABLE 6.—*Showing legal residence, number of eligibles, number of ineligible, January 15, 1896, to June*

LIMITED.

State or territory.	Number of examinations.	Eligible.								
		Male.	Female.	Total.	Av'r'ge age.	Education.*				
						C. S.	A.	H. C.	H. S.	Coll.
Alabama	3	8	4	12	30.5	5	6			1
Arkansas	3	15	7	22	28.5	7	6	2	1	4
California		4	8	12	31.7	4	5		3	
Colorado	2	9	6	15	30.5	7	3	2	1	3
Connecticut	3	7	14	21	25.9	9	5	3	1	3
Delaware		5	10	16	28.1	5	6	1	1	3
District of Columbia	106	20	24	44	27.4	26	12	1	2	3
Florida	2	1	3	3	37.6	1			1	1
Georgia	4	6	17	23	28.6	3	11		3	6
Illinois	6	40	17	57	27.7	27	17	2	5	3
Indiana	6	44	33	77	27.5	22	18	7	9	21
Iowa	4	11	15	26	25.5	9	10	1	1	3
Kansas	3	7	9	16	27.3	5	5	1	2	3
Kentucky	4	8	27	35	30.1	8	16			11
Louisiana	2	9	11	20	28.9	5	11			4
Maine	2	3	8	11	28	4	3	1	1	2
Maryland	2	39	80	119	29.4	31	61	5	10	12
Massachusetts	4	15	25	40	25.5	18	11	1	7	2
Michigan	4	7	19	26	27.3	11	8		6	2
Minnesota	4	3	2	5	29	2	2	1		
Mississippi	3	7	9	16	29.5	4	8		2	3
Missouri	6	13	17	30	29	12	11	2	2	3
Nebraska	4	1	3	4	25.7	3	1			
Nevada			1	1	34				1	
New Hampshire	1	3	5	8	33.2	4	2		1	1
New Jersey	1	14	14	28	26.1	10	9	3	4	3
New York	7	48	91	139	28.3	45	63	9	11	11
North Carolina	3	13	17	30	29.4	5	15	1	2	7
Ohio	6	50	40	90	26.8	46	14	5	7	16
Oregon		1		1	29					1
Pennsylvania	8	53	68	121	27	40	46	13	7	26
Rhode Island	2	1	3	3	28.6				3	1
South Carolina	2	14	16	30	27.7	4	13		5	6
Tennessee	7	13	14	26	24.1	5	8	1	3	14
Texas	3	7	9	16	35	9	3	1	3	1
Vermont	2		5	5	25.8	1	3		1	
Virginia	2	51	68	119	27.7	39	50	5	3	13
West Virginia	2	14	19	33	25.8	12	13	3	2	4
Wisconsin	4	8	15	23	28.9	1	15	2	3	3
Arizona			1	1	34					1
Dakota			4	4	32.5	1	3			
Idaho	1	3	1	4	31	4				
Montana										
New Mexico		1	1	2	31		2			
Utah	1	1		1	29	1				
Washington										
Wyoming	1		1	1	20	1				
Total	233	576	739	1,315	27.8	462		71	111	199

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll. collegiate.

REPORT OF THE CIVIL-SERVICE COMMISSION.

, and education of those who took the limited and general examination inclusive.

LIMITED.

Ineligible.							
male.	Total.	Average age.	Education.				
			C. S.	A.	B. C.	H. S.	Coll.
4	4	31.7	1	2			1
1	8	27.6	5	1			2
	1	21	1				
	4	33.7	1	1	1		1
	1	20	1				
1	9	31.8	8	1			
4	7	29.2	1	5		1	
1	3	21.3	1				2
4	21	29.9	13	4	1		3
7	25	28.4	18	1	3	1	2
6	12	34.2	7	2	2		1
3	7	31	5	1			1
6	10	29.9	2	3		1	4
2	3	31.3	2			1	
1	1	37				1	
14	22	30.2	13	5	1		3
2	3	27.3	3				
3	7	30.8	4	3			
	2	31.5		1	1		
	9	26.1	4	1	1		3
3	8	29.5	2	3			3
2	3	19.6	1	2			
	1	44			1		
3	7	35.7	6		1		
13	24	31.5	10	11	2		1
2	6	42.3	2	3	1		
6	22	30.2	12	10			
7	28	32.6	19	2	1	1	5
	1	45				1	
7	15	40	1	10			4
1	14	28.7	6	2	1		5
4	12	26.3	9	3			
	2	24.5		1		1	
28	48	29.7	19	23	1		5
8	10	27.5	2	7			1
2	5	27.2	1		1	2	1
	1	18	1				
1	1	27				1	
146	367	30.5	181	108	19	11	48

APPENDIX TABLE 6.—Showing legal residence, number of eligibles, number of men
GENERAL.

State or territory.	Num- ber of exami- nations.	Eligible.					Education.*				
		Male.	Female.	Total.	Average age.		C. S.	A.	B. C.	H. S.	Col.
Alabama	2	10		10	22.5			3	1	1	
Arkansas	3	14		14	27.4	4		3		1	
California		6		6	21.6	1				3	
Colorado	2	8	1	9	29	5		1		1	
Connecticut	3	19	3	22	24.7	3		2	1	9	
Delaware		6		6	29.2	2		3	1	1	
District of Columbia	106	4		4	24.7	2			1	1	
Florida	2	7		7	30	1		1		1	
Georgia	4	20	2	22	27.6	3		5	2		1
Illinois	4	106	12	118	27.3	37		29	7	10	
Indiana	6	115	8	123	28.6	30		41	7	10	
Iowa	4	50	13	63	28	9		15	10	9	
Kansas	3	31		31	27.7	6		11	4	2	
Kentucky	4	16	2	18	29.8	2		3	1		
Louisiana	2	6	1	7	28.5	4		1		2	
Maine	2	8		8	26			3	1	1	
Maryland	2	40	4	44	27.5	14		10		3	
Massachusetts	4	37	7	44	24.8	11		4	2	12	
Michigan	4	40	3	43	24.9	8		8	2	11	
Minnesota	4	20		20	27	7		5	2	3	
Mississippi	3	9	1	10	22.9			4		1	
Missouri	6	42	5	47	26.8	10		15		2	
Nebraska	4	7	3	10	28.6	3		4		1	
Nevada											
New Hampshire	1	6		6	28.1			2	1		
New Jersey	1	25	3	28	29.3	11		5	8	2	
New York	7	76	9	85	27.8	20		41	5	7	
North Carolina	3	11	1	12	26.3	2		4			
Ohio	6	120	6	126	26.6	42		31	6	9	
Oregon		1		1	27						
Pennsylvania	8	135	4	139	29.6	34		49	12	9	
Rhode Island	2	2		2	31	1				1	
South Carolina	2	24	2	26	25.3	1		11		1	
Tennessee	7	25		25	26.4	4		9	1	1	
Texas	3	17	1	18	28.4	3		6	2	2	
Vermont	2	5	1	6	24.5			1		2	
Virginia	3	51	3	54	28.2	14		21	2	5	
West Virginia	3	15	3	18	26.7	2		6	1	1	
Wisconsin	4	14		14	29.2	1		5			
Arizona		2		2	41.5				1		
Dakota		2		2	23			2			
Idaho	1	2		2	20.5	1		1			
Montana		2		2	28						
New Mexico											
Utah	1										
Washington											
Wyoming	1	2		2	25.6	1		1			
Total	223	1,165	98	1,263	27.4	290		376	86	132	

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; C., collegiate.

les, etc., of those who took the limited and general examinations, etc.— Continued.

GENERAL.

Ineligible.										Aggregate of limited and general.
Male.	Female.	Total.	Average age.	Education.					Total general.	
				C. S.	A.	B. C.	H. S.	Coll.		
11	.....	11	33.4	.....	6	1	2	2	21	37
2	.....	2	24.5	.....	1	.....	.....	1	16	46
.....	.....	.....	.....	.....	.....	.....	.....	.....	6	19
2	.....	2	41	1	.....	.....	.....	1	11	26
3	.....	3	29	2	1	.....	.....	.....	25	50
3	1	4	33.7	1	2	1	.....	.....	12	29
1	.....	1	32	1	.....	.....	.....	.....	5	58
5	.....	5	31	1	2	.....	.....	2	12	22
7	1	8	32.2	.....	4	.....	.....	4	30	55
42	5	47	27.9	23	12	4	.....	8	165	243
46	7	53	30	15	13	6	5	14	176	278
13	4	17	29.9	4	5	5	1	2	80	118
7	1	8	38.7	4	1	2	.....	1	89	62
11	3	14	29.5	2	4	.....	.....	8	32	77
7	1	8	31.2	5	2	.....	1	.....	17	40
4	1	5	32.8	.....	2	.....	2	1	13	25
19	7	26	27.7	9	8	2	.....	7	70	211
14	1	15	26.6	5	3	2	5	.....	59	162
13	3	16	27.5	5	4	.....	3	4	59	92
.....	.....	.....	.....	.....	.....	.....	.....	.....	20	27
5	2	7	30.4	3	2	1	1	.....	17	42
26	2	28	31.6	6	11	.....	1	10	75	113
6	.....	6	35	2	2	1	.....	1	16	23
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
1	.....	1	31	.....	.....	.....	.....	1	7	16
17	3	20	30.1	3	8	3	5	1	48	83
36	9	45	30.3	10	20	7	1	7	130	293
7	1	8	29.2	3	3	.....	.....	2	20	56
43	3	46	31.1	23	8	2	3	10	142	284
2	.....	2	25.5	1	.....	.....	.....	1	3	4
45	3	48	29.3	23	15	2	2	6	187	336
3	.....	3	34.6	.....	1	.....	2	.....	5	9
14	1	15	28	5	5	.....	.....	5	41	86
21	.....	21	25.4	1	10	.....	.....	10	46	86
6	2	8	30.5	2	2	1	1	1	26	54
1	.....	1	40	.....	1	.....	.....	.....	7	14
20	6	26	30.6	5	20	2	1	8	93	260
12	.....	12	26.9	6	1	2	1	2	30	73
4	1	5	30.2	.....	3	.....	.....	2	19	47
.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2
1	.....	1	28	.....	.....	1	.....	.....	3	7
2	.....	2	23	1	.....	.....	.....	1	4	8
.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
.....
.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3
492	68	560	22.8	173	182	45	37	123	1, 823	3, 526



APPENDIX TABLE 7.

APPENDIX TABLE 7.—*Showing legal residence, number of eligibles, number of ineligible, from January 16, 1886, to*

PRINCIPAL PENSION EXAMINERS.

State or Territory.	Number of exami-nations.	Eligibles.						
		Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.	Coll.
Alabama.....		2	43	1				1
Arkansas.....	1							
California.....	2							
Colorado.....								
Connecticut.....	4							
Delaware.....								
District of Columbia.....	45							
Georgia.....	2	1	32		1			
Illinois.....	11							
Indiana.....	13	2	47.5					2
Iowa.....	2							
Kansas.....	2							
Kentucky.....	4	2	25.5					2
Louisiana.....	1							
Maine.....	2							
Maryland.....	1	1	29					1
Massachusetts.....	4							
Michigan.....	6							
Minnesota.....	2							
Mississippi.....	1	1	28					1
Missouri.....	13	1	36				1	
Nebraska.....		1	23					1
New Hampshire.....								
New Jersey.....	1	1	27					1
New Mexico.....								
New York.....	11							
North Carolina.....	1	1	20					1
Ohio.....	13	1	41			1		
Oregon.....								
Pennsylvania.....	8	1	28	1				
Rhode Island.....	1							
South Carolina.....								
Tennessee.....	7	3	38.6		1			2
Texas.....	1							
Vermont.....								
Virginia.....		2	27.5					2
West Virginia.....	1							
Wisconsin.....	2	1	33					1
Total.....	162	21	33	2	2	1	1	15

* C. S. indicates common school; A., academic; B. C., business college; H. S., high-school; Coll., collegiate.

age, and education of those who took special examinations for the bureau of pensions, 1900, 1887, inclusive.

PRINCIPAL PENSION EXAMINERS.

Ineligibles.							
Number.	Average age.	Education.					Total.
		C. S.	A.	B. C.	H. S.	Coll.	
							2
2	54.5		1			1	2
1	27					1	2
2	38		1	1			2
4	52		1			3	6
1	36					1	1
1	27					1	3
							1
1	47	1					1
							2
							1
1	54		1				1
1	35	1					1
							2
1	22					1	1
							3
							2
							1
15	42.7	2	4	1		8	36

APPENDIX TABLE 7. — Showing legal residence, number of eligibles, number of ineligible, SPECIAL PENSION EXAMINERS.

State or territory.	Number of examinations.	Eligibles.						
		Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.	Coll.
Alabama.....		1	26					1
Arkansas.....	1	1	34		1			
California.....	2	2	47		1			1
Colorado.....		1	23		1			
Connecticut.....	4	2	25.5		1			1
Delaware.....		2	54		1			1
District of Columbia.....	45	1	33			1		
Georgia.....	2							
Illinois.....	11	16	40.5	6	3		2	5
Indiana.....	13	17	39.4	3	3	1	1	9
Iowa.....	2	6	37.1	1	3			2
Kansas.....	2	2	35		1	1		
Kentucky.....	4	2	37.5		1			1
Louisiana.....	1							
Maine.....	2	1	60		1			
Maryland.....	1	5	38.4		1			4
Massachusetts.....	4	2	40.5	1				1
Michigan.....	6	1	31					1
Minnesota.....	2	3	29		1			2
Mississippi.....	1	2	29.5				1	1
Missouri.....	13	4	41.5	1	1			2
Nebraska.....								
New Hampshire.....		3	30.6		1			2
New Jersey.....	1							
New Mexico.....		1	31	1				
New York.....	11	8	33.7	2	1			5
North Carolina.....	1	1	38		1			
Ohio.....	13	11	39	1	3	2		5
Oregon.....		1	29	1				
Pennsylvania.....	8	6	35	1	2			3
Rhode Island.....	1							
South Carolina.....								
Tennessee.....	7	4	31.7		1			3
Texas.....	1	3	32.6		1			2
Vermont.....		1	43			1		
Virginia.....		1	27					1
West Virginia.....	1							
Wisconsin.....	2							
Total.....	162	111	37.7	18	30	6	4	53

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll., collegiate.

Age and education of those who took special examinations, etc.—Continued.

SPECIAL PENSION EXAMINER3.

Ineligibles.							
Number.	Average age.	Education.					Total.
		C. S.	A.	B. C.	H. S.	Coll.	
2	36		1	1			1
1	22		1				3
1	29					1	2
10	40.2	4	4	1		1	12
							2
							1
1	27					1	1
22	40.2	9	4		2	7	38
20	37.9	7	8	1		4	37
9	38.7	4	1			4	15
13	51	7	4	1	1		15
13	42.7	5	6			2	15
2	50		2				3
3	33	1				2	8
2	32	1				1	4
7	40	4	1			2	8
2	56.5	1	1				5
							2
12	43.4	4	1	1		6	16
							3
3	45	1	2				3
1	30					1	2
18	36.8	5	11	1		1	26
3	39.3		1		1	1	4
19	44.1	9	7		1	2	30
							1
14	37.2	2	9			3	20
1	59		1				1
9	31.5	1	3	1		4	13
3	49.3		1	1		1	6
1	56	1					2
5	41.6	1	1			3	6
1	49					1	1
2	32	1	1				2
200	40.7	68	71	8	5	48	311

APPENDIX TABLE 7.—Showing legal residence, number of eligibles, number of ineligible,
MEDICAL PENSION EXAMINERS.

State or Territory.	Number of exami- nation*.	Eligibles.						
		Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.	Coll.
Alabama								
Arkansas	1							
California	2							
Colorado								
Connecticut	4							
Delaware								
District of Columbia	45							
Georgia	2	1	54					1
Illinois	11	1	36					1
Indiana	13	4	29.5	1				3
Iowa	2							
Kansas	2	1	36		1			
Kentucky	4	1	61		1			
Louisiana	1							
Maine	2							
Maryland	1	2	38					2
Massachusetts	4							
Michigan	6							
Minnesota	2							
Mississippi	1							
Missouri	13	1	31					1
Nebraska								
New Hampshire								
New Jersey	1							
New Mexico								
New York	11	1	50					1
North Carolina	1							
Ohio	13	3	28					3
Oregon								
Pennsylvania	8	2	32.5		1		1	
Rhode Island	1							
South Carolina								
Tennessee	7							
Texas	1							
Vermont								
Virginia		2	26.5		1			1
West Virginia	1							
Wisconsin	2							
Totals	162	19	35.3	1	4		1	13

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll., collegiate.

e age, and education of those who took special examinations, etc.—Continued.

MEDICAL PENSION EXAMINERS.

Ineligibles.								Aggregate.
ber.	Average age.	Education.					Total.	
		C. S.	A.	B. C.	H. S.	Coll.		
1	47					1	1	3
								4
								3
								2
								14
								2
								1
							1	4
1	63		1				2	42
6	37.6			1		5	10	53
								16
							1	16
1	48					1	2	20
1	46					1	1	1
								3
4	44.7					4	6	15
1	30					1	1	5
2	41.5					2	2	10
								5
2	52.5					2	3	3
								21
								1
2	27					2	2	3
								6
1	37					1	2	2
								29
2	56					2	5	5
								37
1	54					1	8	1
								24
								1
1	31					1	1	1
								17
								6
1	23		1				3	2
3	35.3					3	3	11
1	46					1	1	4
								4
31	41.6		2	1		28	50	397



APPENDIX TABLE 8.

APPENDIX TABLE 3.—Showing legal residence, number eligible, number ineligible, across examiner in the patent office, for the State Department, for assistant topographer in the geologist in the Agricultural Department, and for abridged-limited (for temporary service)

BOOK-KEEPING.

State or territory.	Num- ber of exami- nations.	Eligible.								
		Male.	Female.	Total.	Average age.	Education.*				
						C. S.	A.	B. C.	H. S.	Col.
Alabama										
California		1		1	34			1		
Colorado		2		2	30	1		1		
Connecticut		1		1	24				1	
Delaware		1	1	2	29		1	1		
Florida	1									
Georgia	1	1		1	23					1
Illinois	3	3		3	35.6	1	1	1	1	1
Indiana	2									
Iowa	1	1	1	2	41.5			1		1
Kentucky		1		1	41					1
Louisiana		1		1	41					1
Maryland		7	1	8	33	2	1	3		3
Massachusetts	1									
Michigan	2		1	1	19				1	
Mississippi		1	1	2		1		1		
Missouri	2	1		1	33	1				
Nebraska	1									
New Jersey		1	1	2	23			1	1	
New York	1	12	1	13	32.7	1	7	4		1
North Carolina		3	1	4	31.5		1	1		1
Ohio	2	10		10	25	1	1	4	1	3
Pennsylvania	4	6	2	8	31.4	2		4	1	1
South Carolina	1	3		3	27.3		2			
Tennessee										
Texas		1		1	35			1		
Virginia	3	11	2	13	36.0	2	3	2	3	3
West Virginia		2		2	32.6		1	1		
Wisconsin		1		1	29	1				
District of Columbia	32	1		1	32					1
New Mexico		1		1	31		1			
Washington		1		1	28			1		
Totals	57	78	13	90	31.3	14	19	26	9	20

* C. S. indicates common school; A., academic; B. C., business college; H. S., high-school; Coll., collegiate.

, and education of those who took special examination for book-keepers, for assistant logical survey, for maritime meteorologist in the Navy Department, for botanical micro-the signal office), from January 16, 1886, to June 30, 1887, inclusive.

BOOK-KEEPING.

Ineligible.									Aggre- gate.
Male.	Female.	Total.	Average age.	Education.					
				C. S.	A.	B. C.	H. S.	Coll.	
2		2	25.5				1	1	2
									1
									2
1		1	24				1		2
4		4	27	1	2	1			6
1		1	24	1					1
1		1	21			1			2
3		3	38.3	3					8
5	1	6	29.5	1		4		1	6
									2
									1
									1
6		6	24.1	1		3		2	14
	2	2	29	2					2
2		2	27			1		1	3
									2
4		4	36.2	1		2	1		5
1		1	50	1					1
8		8	23	3	3	2			10
4	2	6	31.6	1	2	3			19
2		2	23.5		1	1			8
13		13	39.3	3	4	3	1	2	23
33		33	34.2	11	9	3	2	8	41
									3
4		4	29			2		2	4
									1
7		7	44.2	2	3	1		1	20
1		1	27	1					3
									1
1		1	52		1				2
									1
									1
103	5	108	33.5	32	25	27	6	18	198

APPENDIX TABLE 8.—Showing legal residence, number eligible, number ineligible average
ASSISTANT EXAMINER, PATENT OFFICE.

State.	Number of examinations.	Eligible.						
		Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.	Coll.
Arkansas.....		1	19		1			
Colorado.....		1	27		1			
Connecticut.....	1							
Delaware.....								
Florida.....		1	22					1
Georgia.....		1	25		1			
Illinois.....	2	4	26	1	1			2
Indiana.....	1	1	24					1
Iowa.....		1	27					1
Maine.....	1							
Maryland.....		2	23					2
Massachusetts.....	3	5	28.4		2			3
Michigan.....	2	1	27		1			
Missouri.....	3	1	19					1
New Hampshire.....		2	25.5					2
New Jersey.....		2	23		2			
New York.....	2	5	23.6	1	2			2
North Carolina.....	1							
Ohio.....	2	2	26		1			1
Pennsylvania.....	2	7	24.4		2			3
South Carolina.....								
Tennessee.....	1	2	23.5		2			
Texas.....								
Virginia.....		3	29.3		1			2
West Virginia.....								
Wisconsin.....	1	2	24.5					1
District of Columbia.....	7	2	22.5					2
Totals.....	29	46	24.9	2	17			27

STATE DEPARTMENT.

State.	Number of examinations.	Eligible.						
		Number.	Average age.	Education.				
				C. S.	A.	B. C.	H. S.	Coll.
Delaware.....		3	27.5					1
Iowa.....	1							
Maryland.....		3	29	1	1			1
Nebraska.....	1							
New York.....	1	3	31.2		1		2	
Pennsylvania.....	1	2	28.5					1
District of Columbia.....	1	3	21					2
Totals.....	5	12	30.4	2	2		2	5

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll. collegiate.

and education of those who took special examination for book-keepers, etc.—Cont'd

ASSISTANT EXAMINER, PATENT OFFICE.

Ineligible.							Aggregate.
Number	Average age.	Education.					
		C. S.	A.	B. C.	H. S.	Coll.	
1	22					1	1
2	22.5					2	2
2	23		1				2
							1
							1
4	26.2	1	3				4
1	34					1	2
1	18				1		2
2	24.5					2	2
1	19		1				3
4	26.5	1	2			1	9
1	26		1				2
1	25		1				2
1	26					1	3
							2
5	29		2			3	10
1	20					1	1
2	24.5					2	4
4	29	1		1		2	11
1	19		1				1
							2
1	21					1	1
8	30.3		3	1		4	11
2	20.5	1		1			3
1	24					1	2
5	27.2	2	2			1	7
51	26	6	16	3	1	23	67

STATE DEPARTMENT

ber.	Average age.	Ineligible.					Aggregate.
		Education.					
		C.S.	A.	B.C.	H.S.	Coll.	
1	38	1					2
1	43		1				1
							3
							1
							2
							2
2	40.5	1	1				14

REPORT OF THE CIVIL-SERVICE COMMISSION.

~~TABLE I.~~ *—Number legal residence, number eligible, number ineligible, and*
EDUCATIONAL SURVEY.—ASSISTANT TOPOGRAPHER.

State.	Number of exami- nations.	Eligible.						
		Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.	(
Wisconsin.	1							

NAVY DEPARTMENT—MARITIME METEOROLOGIST.

Wisconsin.....	1	1	20	1
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AGRICULTURAL DEPARTMENT—BOTANICAL MICROSCOPIST.

State.	Num- ber of exami- nations.	Eligible.							
		Male.	Female.	Total.	Aver- age age.	Education.			
						C. S.	A.	B. C.	H. S.
New York	1	1	26	.....	.....	.....	.....
Virginia
District of Columbia
Totals	1	1	26	.....	.....	.....	.....

ABRIDGED-LIMITED—SIGNAL OFFICE.

State.	Number of examinations.	Eligible.						
		Number.	Average age.	Education.				
				C. S.	A.	B. C.	H. S.	C.
District of Columbia.....	62	23	38	15	1	7	.....
Georgia.....	1	18	.....	1	.....	.....	.....
Illinois.....	1	22	.....	1	.....	.....	.....
Iowa.....
Maryland.....	1	44	.....	1	.....	.....	.....
Missouri.....
New York.....	4	28.7	1	2	.....	.....	.....
North Carolina.....	1	21	.....	.....	.....	1	.....
Ohio.....	1	27	.....	1	.....	.....	.....
Pennsylvania.....	5	22.5	2	1	1	1	.....
Virginia.....	1	41	.....	1	.....	.....	.....
Nebraska Territory.....	1	32	.....	.....	1	.....	.....
Totals.....	78	27.9	41	23	3	9	.....

* Those who took the abridged-limited examination were females.

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; C. collegiate.

age, and education of those who took special examination for book-keepers, etc.—Cont'd.

GEOLOGICAL SURVEY—ASSISTANT TOPOGRAPHER.

Ineligible.							Aggregate.
Number.	Average age.	Education.					
		C. S.	A.	B. C.	H. S.	Coll.	
1	45	.....	1	.....	.....	.....	1

NAVY DEPARTMENT—MARITIME METEOROLOGIST.

.....	1
-------	-------	-------	-------	-------	-------	-------	---

AGRICULTURAL DEPARTMENT—BOTANICAL MICROSCOPIST.

Ineligible.									Aggre- gate.
Male.	Female.	Total.	Average age.	Education.					
				C. S.	A.	B. C.	H. S.	Coll.	
.....	1	1	20	.....	.....	.....	1	.....	2
1	.....	1	23	.....	.....	.....	.....	1	1
1	.....	1	43	.....	1	.....	.....	.....	1
2	1	3	28.6	.....	1	.....	1	1	4

ABRIDGED-LIMITED—SIGNAL OFFICE.

Ineligible.							Total.
Number.	Average age.	Education.					
		C. S.	A.	B. C.	H. S.	Coll.	
9	24.6	5	4	.....	.....	.....	71
.....	.....	.....	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	1
1	35	1	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	1
1	19	.....	1	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	4
.....	.....	.....	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	5
1	28	1	.....	.....	.....	.....	2
.....	.....	.....	.....	.....	.....	.....	1
12	26.6	7	5	.....	.....	.....	89



APPENDIX TABLE 9.

APPENDIX TABLE 9.—Recaptulation showing legal residences and number eligible and ineligible June 30, 1887.

State or territory	Limited and general.		Principal, special, and medical pension examiners.		Patent office assistant examiners.		State Department.	
	Eligible.	Ineligible.	Eligible.	Ineligible.	Eligible.	Ineligible.	Eligible.	Ineligible.
Alabama.....	22	15	2	1				
Arkansas.....	36	10	1	3	1			
California.....	18	1	2	1				
Colorado.....	24	2	1	1	1	1		
Connecticut.....	43	7	2	12		2		
Delaware.....	24	5	2			2	2	
District of Columbia.....	48	10	1		2	5	2	
Florida.....	10	12			1			
Georgia.....	44	11	2	2	1			
Illinois.....	175	68	17	25	4	4		
Indiana.....	200	78	23	30	1	1		
Iowa.....	89	29	6	10	1	1		1
Kansas.....	47	15	3	13				
Kentucky.....	53	24	5	15				
Louisiana.....	29	11	1					
Maine.....	19	6	1	2		2		
Maryland.....	163	48	8	7	2	1	3	
Massachusetts.....	84	18	3	2	5	4		
Michigan.....	69	23	1	9	1	1		
Minnesota.....	25	2	3	2				
Mississippi.....	26	16	3					
Missouri.....	77	36	8	13	1	1		
Nebraska.....	14	9	1					1
Nevada.....	1							
New Hampshire.....	14	2	3		2	1		
New Jersey.....	56	27	1	5	2			
New York.....	224	69	9	20	5	5	3	
North Carolina.....	42	14	2	3		1		
Ohio.....	216	68	15	22	2	2		
Oregon.....	2	2	1					
Pennsylvania.....	200	76	9	15	7	4	2	
Rhode Island.....	5	4		1				
South Carolina.....	56	30		1		1		
Tennessee.....	51	35	7	10	2			
Texas.....	34	20	3	3		1		
Vermont.....	11	3	1	1				
Virginia.....	176	84	5	6	3	8		
West Virginia.....	51	22		4		2		
Wisconsin.....	37	10	1	3	2	1		
Arizona.....	3							
Dakota.....	6	1						
Idaho.....	6	2						
Montana.....	2	1						
New Mexico.....	2	1	1	1				
Utah.....	1							
Washington.....								
Wyoming.....	3							
Totals.....	2,598	927	154	243	46	51	12	2

of all those examined for classified departmental service from January 16, 1886, to

Rating.	Navy Department, maritime meteorologist.		Geological survey, assistant topographer.		Agricultural Department, botanical microscopist.		Total eligible.	Total ineligible.	Aggregate.
	Eligible.	Ineligible.	Eligible.	Ineligible.	Eligible.	Ineligible.			
2							24	18	42
							38	13	51
							21	2	23
							28	4	32
1							46	22	68
4							30	11	41
1						1	54	17	71
1							11	13	24
1							42	14	62
5							199	102	301
6							224	115	339
							98	41	139
							50	28	78
							59	39	98
							31	11	42
							20	10	30
6							184	62	246
2	1						93	26	119
2							72	35	107
							28	4	32
							31	16	47
4							87	54	141
1							15	11	26
							1		1
							19	3	22
8							61	40	101
6					1	1	255	101	356
2							50	20	70
13							243	105	348
							3	2	5
33				1			286	129	415
							5	5	10
							59	32	91
4							60	49	109
							38	24	62
							12	4	16
7						1	197	106	303
1							53	29	82
							41	14	55
							3		3
							6	1	7
							6	2	8
							2	1	3
							4	2	6
							1		1
							1		1
							3		3
110	1			1	1	3	2,900	1,337	4,237

APPENDIX TABLE 10.

APPENDIX TABLE 10.—*Showing the education of applicants for classified depart-*

Kind of examination.	Eligible.*					
	C. S.	A.	B. C.	H. S.	Coll.	Total
Limited.....	402	501	71	111	190	1,235
General.....	290	374	86	132	372	1,363
Principal pension examiner.....	2	2	1	1	15	21
Special pension examiner.....	18	30	6	4	53	111
Medical pension examiner.....	1	4		1	13	19
Book-keepers.....	14	19	28	9	20	90
Assistant examiners, patent office.....	2	17			27	46
State Department.....	3	2		2	5	12
Assistant topographer, geological survey.....						
Maritime meteorologist, Navy Department.....		1				1
Botanical microscopist, Agricultural Department.....					1	1
Abridged-limited, signal office.....	41	23	3	9	2	78
Grand total.....	842	973	195	259	698	2,977

* C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll., collegiate.

service, during the period from January 16, 1886, to June 30, 1887, inclusive.

Ineligible.*					Totals.*					
A.	B. C.	H. S.	Coll.	Total.	C. S.	A.	B. C.	H. S.	Coll.	Aggregate.
108	19	11	48	367	643	609	90	122	238	1,702
182	45	37	123	560	472	556	131	169	495	1,823
4	1	.....	8	15	4	6	2	1	23	36
71	8	5	48	200	86	101	14	9	101	311
2	1	.....	28	31	1	6	1	1	41	50
25	27	6	18	108	46	44	55	15	38	193
18	3	1	23	51	8	35	8	1	50	97
1	.....	.....	.....	2	4	3	.....	2	5	14
1	.....	.....	.....	1	.....	1	.....	.....	.....	1
.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
1	.....	1	1	3	.....	1	.....	1	2	4
5	.....	.....	.....	12	48	28	3	9	2	90
418	104	61	297	1,350	1,312	1,391	299	330	995	4,327



APPENDIX TABLE 11.

APPENDIX TABLE 11.—*Showing applications filed for examinations for the cla*

State or Territory.	General.			Limited.			Special.						
							Book-keeping.			Pension.			
	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Male.	Fe- male.	Total	Spe- cial exam- iner.	Prin- cipal exam- iner.	Medi- cal exam- iner.	Tot- al
Alabama	34	1	35	10	5	15	3		3	2	2		
Arizona	1		1		1	1							
Arkansas	15	2	17	22	12	34				5			
California	12	2	14	5	9	14				3			
Colorado	6		6	11	5	16	3		3	2			
Connecticut	23	3	26	8	12	20	2		2	12	1		
Dakota	6	1	7	1	8	9							
Delaware	15	1	16	5	12	17	3	1	4	2			
Dist. of Columbia	19	11	30	51	75	126	3		3	1			
Florida	19		19	4	5	9	1		1				
Georgia	34	2	36	9	16	25	2		2	1	2		
Idaho	1		1	2	3	4							
Illinois	134	9	143	56	25	81	10		10	25	1		3
Indiana	137	13	150	53	41	94	3		3	35	3		10
Iowa	50	12	62	25	16	41	3	1	4	18	2		
Kansas	36	1	37	10	11	21	1		1	12			
Kentucky	37	7	44	12	37	49				16	2		2
Louisiana	17	4	21	14	14	28	2		2	1			
Maine	13	2	15	3	13	16		1	1	3			
Maryland	44	11	55	48	75	123	18	1	19	8	1		2
Massachusetts	48	7	55	17	22	39	3	1	4	5			
Michigan	43	3	46	12	18	30	2	1	3	11	1		1
Minnesota	24		24	4	1	5				5			
Mississippi	16	4	20	20	11	31	2	1	3	2	1		
Missouri	55	3	57	16	15	31				16	2		2
Montana	5		5	1		1							
Nebraska	10	2	12	1	2	3				3			
Nevada	1		1		1	1							
New Hampshire	7		7	4	7	11				5			
New Jersey	39	3	42	16	16	32	2	1	3	1	1		2
New Mexico				1	2	3	1		1	2			
New York	123	16	139	67	97	164	16	2	18	26	1		3
North Carolina	37	1	38	30	27	57	7	1	8	4	1		1
Ohio	146	9	149	59	45	104	26		26	34	1		5
Oregon	3		3	2		2				2			
Pennsylvania	179	9	188	94	66	160	8	2	10	24	1		3
Rhode Island	7		7	2	3	5							
South Carolina	44	5	49	20	22	42	4		4	1	1		
Tennessee	47	1	48	32	12	44	4	1	5	22	3		1
Texas	39	3	42	12	11	23	1		1	7			
Utah				1		1							
Vermont	7	1	8	3	3	6				2			
Virginia	18	16	114	76	92	168	23	2	25	5	1		3
Washington	2		2				1		1	1			
West Virginia	31	3	34	16	21	41	3		3	3			2
Wisconsin	20	1	21	13	19	32	1		1	2	1		
Wyoming	2		2	1		1							
Totals	1,672	170	1,842	873	919	1,792	156	16	174	241	29		42

REPORT OF THE CIVIL-SERVICE COMMISSION.

fed departmental service from January 16, 1886, to June 30, 1887, inclusive.

Special.											As gs
Patent office.	State Department.			Geologi- cal sur- vey.	Nautical science, War De- partment.	Botanical micro- scopist, Agricult- ural Department.			Maritime meteorologist, Navy Depart- ment.	Total special.	
	Male.	Fe- male.	Total.			Male.	Fe- male.	Total.			
	1		1							8	
1	1		1							6	
2										4	
3										7	
										19	
2	3		3							11	
7	2		2			1		1		14	
1										2	
1										8	
7	1		1	1						58	
4	1		1							56	
2	1		1							27	
	1		1							15	
1										21	
										3	
1										5	
4	6		6							40	
10	3		3						1	23	
2	2		2	1	1					22	
										5	
										6	
3										22	
	1		1							1	
	1		1							4	
				1						9	
3		1	1							10	
2										3	
11	4		4	1			2	2		66	
1	2		2							17	
6	1		1							73	
										2	
11	2		2	1						52	
										8	
1				1						33	
2										9	
1										2	
										46	
10		1	1			1		1		2	
										10	
2										7	
3											
104	33	2	35	6	1	2	2	4	1	737	

APPENDIX TABLE - 12.

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APPENDIX TABLE 12.—Showing the number examined, the number eligible, the number ineligible, the education, and the average age of those examined in the classified customs districts, from January 16, 1886, to June 30, 1887, inclusive.

EXAMINERS.

Customs district.	Eligible.							Ineligible.							Total.
	Number.	Average age.	Education.					Number.	Average age.	Education.					
			C. S.	A.	B. C.	H. S.	Coll.			C. S.	A.	B. C.	H. S.	Coll.	
Baltimore ...	10	38.2	1	1	3	1	10	8	40.7	2		1	1	4	24
Boston															
Burlington															
Chicago	11	45.2	4	3		1	3	9	47.4	6	3				29
Detroit															
New Orleans ..	15	38.9	6	3	1		5	18	40	9	5		3	1	22
New York	47	29.2	26	9	3	2	7	28	40	16	7	3	1	1	75
Philadelphia ..	7	31.7	4			1	2	6	36	4	1			1	12
Port Huron															
Portland															
San Francisco ..	5	33		1		1	3								5
Totals ...	101	35.9	41	17	7	6	30	69	40.8	37	16	4	5	7	129

CLERKS, STORE-KEEPERS, ETC.

Baltimore . . .	148	28.5	26	25	16	15	60	49	31.5	15	14	6	2	13	197
Boston . . .	86	29.8	25	18	7	27	9	64	32.7	31	9	6	13	3	126
Burlington . . .															
Chicago . . .	17	26.1	2	2	3		10	18	28.4	7	4	2		3	26
Detroit . . .	4	29.2	4					2	32.5	2					6
New Orleans . . .	26	28.6	7	17	2	1	1	13	28.9	6	7		1		47
New York . . .	349	27.9	147	70	11	17	104	333	30.6	213	49	23	12	80	707
Philadelphia . . .	23	29.7	8		3	3	9	8	38.1	4	2			2	31
Port Huron . . .															
Portland . . .	13	30.3	4	7			2	5	33.4	3	1	1			16
San Francisco . . .	20	28.7	3	2	3	5	7	11	33	5	1		1	4	33
Totals . . .	688	29.8	226	141	45	68	208	523	32.1	285	87	37	29	85	1,211

GAUGERS.

Baltimore . . .															
Boston . . .															
Burlington . . .															
Chicago . . .	3	34	1	1		1		9	32.4	3	1	1	1	3	15
Detroit . . .															
New Orleans . . .															
New York . . .															
Philadelphia . . .	3	32	3					7	34	4	1	1		1	10
Port Huron . . .															
Portland . . .	11	37.7	5	5			1	1	37					1	13
San Francisco . . .	4	27.2		2	1		1	1	27			1			6
Totals . . .	21	32.7	9	8	1	1	2	18	36.8	7	2	3	1	5	28

* C. S. indicates common school, A., academic; B. C., business college; H. S., high-school, Coll. collegiate.

APPENDIX TABLE 12.—Showing the number examined, the number eligible, the number ineligible, the education, and the average age, etc.—Continued.

WEIGHERS AND ASSISTANT WEIGHERS.

Customs district.	Eligible.						Ineligible.						To- tal.		
	Num. ber.	Av. age	Education.					Num. ber.	Av. age	Education.*					
			C S.	A.	B. C.	H. S.	Coll.			C S.	A.	B. C.		H. S.	Coll.
Baltimore ..	22	38.6	2	5	1	1	7	4	28.1	3	1	.....	.....	26
Boston	57	29.9	31	4	5	11	4	13	30.5	9	1	.....	3	70
Burlington ..	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago	24	38.7	8	6	.....	3	6	5	37	3	1	1	.....	29
Detroit .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Orleans ..	2	37	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
New York	88	34.3	45	11	2	.....	10	31	34.3	20	1	.....	1	110
Philadelphia ..	70	33	42	8	0	6	8	28	32.5	22	5	.....	1	98
Port Huron ..	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
San Francisco ..	59	33.5	31	3	7	0	13	22	31.1	11	3	1	2	81	
Totals	322	34.1	188	37	21	30	47	103	32.1	77	12	2	5	425	

SAMPLERS.

Baltimore														
Boston	4	28.2		1		2	1	5	32	2	1			9
Burlington														
Chicago														
Detroit														
New Orleans														
New York	21	32.5	18	4		1		26	35.3	21	4			40
Philadelphia														
Port Huron														
Portland														
San Francisco	5	27.6	3		1		1							5
Totals	32	29.4	21	5	1	3	2	31	33.6	23	5			63

INSPECTORS.

Baltimore	118	33.2	52	15	11	11	30	44	33.2	21	15		3	5	165
Boston	35	31.1	18	4	1	11	1	23	30	17	3	1	1	1	59
Burlington															
Chicago	19	30.0	8	8	1		1	28	31	20	4	1		3	47
Detroit								3	38.6	3					3
New Orleans	13	31.2	8	5				13	31.3	3					16
New York	254	32.6	145	52	16	14	27	270	33.8	212	31	8	8	11	424
Philadelphia	61	29.5	47	3	5	3	3	83	33.6	63	10	6		5	144
Port Huron															
Portland	21	34.8	14	7	2		2	17	36.4	12	4	1			43
San Francisco	28	30.1	13	1	4	1	9	6	34.5	3				3	34
Totals	554	32.4	306	95	40	40	73	670	35.8	351	47	17	14	28	1,023

* C. S. indicates common school; A., academic; B. C., business college; H. S., high-school; Coll., collegiate.

REPORT OF THE CIVIL-SERVICE COMMISSION.

INSPECTRESSES.

	Eligible.							Ineligible.							Total.
	Num-ber.	Av. age.	Education.					Num-ber.	Av. age.	Education.*					
			C. S.	A.	B. C.	H. S.	Coll.			C. S.	A.	B. C.	H. S.	Coll.	
Baltimore	11	32	30	5	.....	3	5	7	31.7	5	2	.....	.....	.....	15
Boston .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Burlington .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Detroit .....	.....	.....	.....	.....	.....	.....	.....	1	30	1	.....	.....	.....	.....	1
New Orleans .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New York	54	30.7	22	21	.....	8	3	21	33.3	15	6	.....	.....	.....	75
Philadelphia .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Port Huron .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
San Francisco	11	35.8	4	3	.....	4	1	13	41	9	4	.....	.....	.....	24
	108	32.8	56	28	.....	15	9	43	35.5	30	12	.....	.....	.....	128

NIGHT INSPECTORS.

Baltimore	64	32.6	47	8	3	.....	0	11	33.3	10	.....	.....	.....	1	75
Boston	28	34.6	23	1	1	2	1	5	41	4	1	.....	.....	.....	30
Burlington .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Detroit .....	.....	.....	.....	.....	.....	.....	.....	1	44	1	.....	.....	.....	.....	1
New Orleans .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New York	518	30.3	396	63	15	15	29	199	36.2	184	11	.....	2	2	717
Philadelphia .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Port Huron .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
San Francisco	31	28.6	19	2	4	3	3	9	38.7	7	.....	1	.....	.....	30
	641	31.5	485	74	23	20	39	234	33.6	206	12	1	2	2	865

OPENERS AND PACKERS.

Baltimore .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Boston .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Burlington .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago	16	27.2	9	3	1	.....	2	3	36	1	.....	.....	.....	1	17
Detroit .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Orleans .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New York	65	31.8	62	1	1	8	8	20	33.7	19	.....	1	.....	.....	65
Philadelphia .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Port Huron .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
San Francisco .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	80	29.5	61	4	2	3	10	22	31.3	20	.....	1	.....	1	100

* C. S. indicates common school; A., academic; B. C., business college; H. S., high-school; Coll., collegiate.

REPORT OF THE CIVIL-SERVICE COMMISSION.

RECAPITULATION SHOWING 1914: NUMBER OF CANDIDATES IN EACH GRADE.

	No. of exam- inations.	Examiners.		Clerks, store- keepers, etc.		Gaugers.		Weighers and assistant weigh- ers.		Samplers.		Inspectors.		Inspect- resses.		Night in- spectors.		Openers and packers.		Aggre- gate.
		Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	Elig- ble.	Inelig- ble.	
Baltimore	3	10	8	148	49	.....	.....	22	4	.....	.....	119	46	43	7	11	.....	.....	.....	537
Boston	8	.....	.....	86	64	.....	.....	57	13	4	5	35	23	.....	.....	28	5	.....	.....	320
Chicago	5	11	9	17	18	3	9	24	5	.....	.....	19	28	.....	.....	.....	.....	15	2	100
Detroit	1	.....	.....	4	2	.....	.....	.....	.....	.....	.....	.....	3	.....	1	1	.....	.....	.....	11
New Orleans	2	15	18	28	13	.....	.....	2	.....	.....	.....	14	3	.....	.....	.....	.....	.....	.....	92
New York	28	47	28	349	353	.....	.....	89	31	23	20	264	270	64	31	518	199	63	20	2,346
Philadelphia	4	7	6	23	8	3	7	70	28	.....	.....	61	83	.....	.....	.....	.....	.....	.....	298
Portland	3	.....	.....	13	5	11	1	.....	.....	.....	.....	25	17	.....	.....	.....	.....	.....	.....	73
San Francisco	3	5	.....	20	11	4	1	59	22	6	.....	28	6	11	19	31	8	.....	.....	224
	57	101	60	638	523	21	18	323	103	33	31	564	479	106	42	641	224	80	22	4,059



APPENDIX TABLE 13.

CARRIERS.

Place.	No. of exami- nations.	Eligible.					Ineligible.					Total.		
		Number.	Average age.	Education.*				Number.	Average age.	Education.*				
				C. S.	A.	B. C.	H. S.			Coll.	C. S.		A.	B. C.	H. S.	Coll.
Albany.....	10	25.1	8	1	1	.....	8	27.7	6	1	.....	1	.....	18
Baltimore.....	193	26.3	148	29	.....	16	58	27.7	54	2	.....	2	.....	251
Boston.....	121	25.7	100	.....	2	18	79	27.9	75	2	.....	2	.....	200
Brooklyn.....	108	26.2	98	4	1	.....	49	28	44	.....	.....	.....	.....	157
Buffalo.....	73	25.8	41	4	6	21	61	28.1	44	.....	14	.....	.....	134
Chicago.....	195	26.6	144	12	11	14	114	29.1	105	2	4	.....	.....	309
Cincinnati.....	97	27	83	.....	7	.....	67	30.1	60	2	.....	4	.....	164
Cleveland.....	50	26.7	45	.....	2	.....	20	28.5	19	.....	.....	.....	.....	70
Cleveland.....	4	28.7	1	1	1	.....	5	27.6	5	.....	1	.....	.....	9
Denver.....	25	29.1	10	10	4	.....	58	29.1	33	4	.....	.....	1	83
Detroit.....	21	26.2	18	1	1	.....	12	26.3	10	1	.....	1	.....	33
Indianapolis.....	8	26.1	7	.....	.....	.....	3	21.6	3	.....	.....	.....	.....	11
Jersey City.....	76	26.5	68	5	.....	3	42	28.8	38	2	2	.....	.....	118
Kansas City.....	23	29.8	23	.....	.....	.....	18	27.1	16	.....	.....	.....	.....	41
Louisville.....	44	25.7	44	.....	.....	.....	12	28.7	12	.....	.....	.....	.....	56
Milwaukee.....	39	27.3	19	3	.....	12	15	31.6	13	.....	2	.....	.....	54
Minneapolis.....	77	26.7	57	12	4	2	28	29.5	25	1	1	.....	.....	105
Newark.....	16	25.4	16	.....	.....	.....	7	27.4	7	.....	.....	.....	.....	23
New Haven.....	78	26.1	39	25	3	1	1	43	.....	1	.....	.....	.....	79
New Orleans.....	286	24.3	267	8	3	4	263	26.2	240	7	3	.....	3	539
New York City.....	504	28.3	468	16	4	6	223	28.5	219	2	1	.....	.....	736
Philadelphia.....	18	32.5	17	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	18
Pittsburgh.....	9	31.6	7	1	.....	1	5	30.5	5	.....	.....	.....	.....	14
Providence.....	52	26.4	46	5	6	.....	47	29.5	45	1	1	.....	.....	99
Rochester.....	124	26.6	106	2	8	4	89	27.8	79	1	2	7	.....	223
Saint Louis.....	31	37.1	30	.....	.....	.....	13	28.3	13	.....	.....	.....	.....	44
Saint Paul.....	64	24.3	62	2	.....	.....	4	39.7	4	.....	.....	.....	.....	68
San Francisco.....	9	28.3	9	.....	.....	.....	21	29.2	20	.....	.....	1	.....	30
Toledo.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Washington City.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	111	2,365	24.7	1,975	141	64	87	98	1,193	49	23	18	.....	3,676

* C. S. indicates common school; A., academic; B. C., business college; H. S., high-school; Coll., collegiate.

APPENDIX TABLE 13.—Showing the number examined, the number eligible, the number ineligible, the number ineligible, the education, etc.—Continued.

MESSENGERS, PORTERS, ETC.

Place.	No. of exami- nation.	Eligible.					Ineligible.					Total.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
		Number.	Average age.	Education.*				Number.	Average age.	Education.*																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
				C.S.	A.	B.C.	H.S.			Coll.	C.S.		A.	B.C.	H.S.	Coll.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
Albany.....	2

* C. S. indicates common school; A., academo; B. C., business college; H. S., high school; Coll., collegiate.

SUMMARY.

Place.	No. of exami- nations.	Total eligi- bles.	Total ineligi- bles.	Aggre- gate.	Place.	No. of exami- nations.	Total eligi- bles.	Total ineligi- bles.	Aggre- gate.
Albany	2	22	13	85	Jersey City.....	2	19	4	23
Baltimore	4	310	90	400	Kansas City	7	196	64	259
Boston	12	261	157	418	Louisville	1	56	24	80
Brooklyn	6	176	68	244	Milwaukee	3	82	17	99
Buffalo	4	110	64	174	Minneapolis	3	53	21	74
Chicago	6	840	309	1,149	Newark	3	98	33	131
Cincinnati	6	322	141	463	New Haven	1	25	8	83
Cleveland	4	108	38	140	New Orleans	3	195	9	204
Denver	1	8	7	15	New York City	14	691	490	1,181
Detroit	3	73	70	142	Philadelphia.....	6	875	368	1,243
Indianapolis	1	32	18	45					
Pittsburgh	1	42	3	45					
Providence	1	12	5	17					
Rochester	6	80	61	141					
Saint Louis	3	181	104	285					
Saint Paul	2	63	18	81					
San Francisco	2	176	11	187					
Toledo	3	41	25	66					
Washington City	1	77	10	87					
Total	111	5,222	2,245	7,467					

NOTE.—By special arrangement with the postoffice at Washington, D. C., both clerks and carriers took the same examination, to wit, the clerks' examination.

RECAPITULATION SHOWING THE EDUCATION OF ALL THOSE EXAMINED FOR THE POSTAL SERVICE.

	Eligible.						Ineligible.						Totals.					
	C.S.	A.	B.C.	H.S.	Coll.	Total.	C.S.	A.	B.C.	H.S.	Coll.	Total.	C.S.	A.	B.C.	H.S.	Coll.	Aggre- gate.
Clerks.....	1,576	256	144	208	211	2,395	535	45	37	14	34	685	2,181	301	181	222	245	3,080
Carriers.....	1,975	141	64	87	98	2,365	1,193	49	23	28	18	1,311	3,168	190	87	115	116	3,676
Messengers, porters, etc....	830	30	41	27	34	462	207	20	3	2	17	249	537	50	44	29	51	711
Total.....	3,881	427	249	322	343	5,222	1,955	114	63	44	69	2,245	5,836	541	312	366	412	7,467

C. S. indicates common school; A., academic; B. C., business college; H. S., high school; Coll., collegiate.







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